## Point of View By James Fishkin

CENTERPIECE of Ross Perot's presidential campaign is his proposal to govern the country through an "electronic town hall." As he describes it, major issues such as the national debt or health insurance will be explained on the air "in depth, not in sound bites." Then, through calls placed by viewers to an 800 number, the people will "respond by Congressionof district." This device is not supposed to supplant action by Congress or other institutinns of government, but the televised feedback from the people will be tabulated and used to get the White House and Congress "dancing together like Fred Astaire and Ginger Rogers," Mr. Perot says.

Electronic town halls, in a more limited form, already are becoming a major part of the campnign process. Biff Clinton held such electronic town meetings and answered questions from callers in New Hampshire, Pennsylvania, and California during the primary season. More recently, he bought a half hour of time from Nuc for a televised town meeting whose studio audience was made up of a sample of undecided voters in Pittsburgh. Both Mr. Clinton and Mr. Perot have fielded viewer call-ins for extended periods on the "Today Show" and other talk shows. But fielding questions and tabulating votes ore very different.

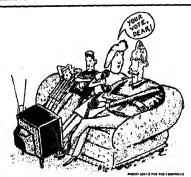
proposal for electronic referendums was seen in Januury on Cas after the President's State of the Union address. In a pilot for a possible series called "America on the Line " cas tabulated about 300,000 responses from viewers to questions posed on the program about the President's speech and the state of the union. Mr. Perot has cited the CBS program as a model of what he means by an "electronic town ball."

The problem with this concept is that the viewers who phoned in responses to the CRS program presented a distorted picture of public opinion, at least when cas contrasted their answers with poll results from a representative sample of viewera to whom the network had directed the same questions. For example, 53 per cent of "America On the Line" respondents said they were 'worse off" now than a year ago, while only 32 per cent of the representative sample said so. Only 18 per cent of "America on the Line" respondents reported being in basically the "same" economic situation as a year ago, while 44 per cent of the representative sample reported being "the same."

The kind of electronic town hall that cas tried has two fundamental defects-it is neither representative nor deliberative. It is not representative of the public at large because the respondents select themselves by deciding to call in, instead of being chosen through the methods of modern survey research based on a random statistical process. The electronic town hall is not deliberative, because it demands off-the-cuff responses from viewers at home-viewers who have not had as opportunity for extended face-to-face discussion either with their peera or with participants in the political

Because of the lack of representativeness, survey researchers have long discounted electronic town meetings. For example, Norman Bradburn, director of the National Opinion Research Center at the University of Chicago, has said that viewers calling an 800 number to express their views constitute a stor-a self-selected listener opinion poll. A SLOP played a role in distorting the media coverage of the Csrter/Reagan Presidential debate in 1980, when ABC used viewer call-Ins (in that case they were charged for calling) to declare Reagan an instant two-to-one winner. Polls of randomly aelected viewers, in contrast, rated the debnte as a close contest

As was illustrated by the Literary Digest flasco in 1936, when readers predicted a landslide for Alf Landon over Franklin Roosevelt, self-selected samples



## A Voice for We the People' in the Electoral Process

The closest model on a national scale to Mr. Perot's crossest model on a national scale to Mr. Perot's crossel for electronic referendums was seen in Januly enough about an issue to take the trouble to write ur telephono. Large numbers of respondents do not, by mselves, insure a representative picture of public opinion. Cas has reported that more than 24-million calls were placed to "America on the Linc." but incomparably more accurate results could have been achieved from a carefully constructed, random sample of several hundred

> The other main problem with the electronic town half the lack of deliberation involved. Mr. Perot argues that his proposed town meetings will "get into detail on the Issues, and when the peuple respond, it is an Intelli-gent, well-thought-out decision. That's a huge difference from a poll." However, his version is not likely to be as different from polls as he alleges. It is true that the citizens responding to the town meeting would have the opportunity to listen to debates on the broadcast, but there is little reason to think that their views will be thoughtfut and well informed. Many will bring little background to the issues other than what is presented on the program. Further, they will have little opportunity or incentive to contrast the information to opposing views or to debate the issues thoroughly. Rather they will be expected to phone in their instantaneous actions during the course of the town meeting.

It is a commonplace of modern social science that, as economist Anthony Downs pointed out in 1957 in his classic An Economic Theory of Democracy, citizens bave little rational Incentive to spend time acquiring and processing political information. Their individuol votes have so little effect on the outcome of an election that they have little motivation to invest time and attention in improving the quality of that vote. They are left with the scanty information they can acquire with little effort or as a by-product of their other activities. This is true of votes cast in a voting booth, and it will remain true of votes phosed in to a nationally televised town meeting such as Mr. Perot is proposing.

Even the most optimistic recent assessment of voter rationality, political scientist Samuel Popkin's The Reasoning Voter (1991), argues that voters use various shortcuts—such as identifying "cues" to a candidate's kicology or attitudes toward different groups-to draw inferences that enable them to answer the question, "What have you done for me lately?" Improving that situation would require new kinds of decision-making structures that would motivate ordinary citizena to invest greater time and atlantion in public issues:

Scholars need to spend less time describing the prob-

lems with the current electoral system-wi they have done very well-and more times perimenting with new strategies to mois citizens to make mure thoughtful decision imagine u new beginning to our season of se lecting n President. Suppose we were to into port u group of people (who had been randon ly selected from the entire country by the leth niques of modern survey research) to a sing site. Suppose, in addition, that we were to give them bricting materials on the issues, time is digest the information, and opportunities for extensive debate with the enndidates, and the polled them at the end of several days on the views of the candidates and the issues.

Imagine that purtions of these proceeding were broadcast on national television, Unlike viewers at home, the members of such a sun ale would be motivated to think and again pute because they would be part of a select group that would deliberate on national ry.

Such un event would constitute what I have called "a sicliberative opinion roll." Subpoll would reflect what the public would the if it had a better opportunity to consider the questions ut issue. Given the role of mone tum in the primary process (as political soin tist Larry Martels has demonstrated most are bly in his hook Presidential Primaries and

Dynamics of Public Clusice, 1988), s deliber tive pall at the beginning of the primary season cost have a dramatic effect un the evolution of both candid cies and on public debute ubout issues during the time leading up to the Presidential nominations.

MING THE PAST TWO YEARS, I joined with WETA, the Washington, D.C., public-teles sion station, in un effort to mount sets deliherative pull, the "National Issues Covention." It was to be held in Austin this past leastly. at the start of the primary season. Six to eighthous of national brandenst time were to be scheduled as the Public Itroudensting System. The plan was forthe major Presidential candidates to meet in person with the natiunal random sample of 600 citizens who would be trunsported to Austin from around the country Finuncing difficulties forced cancellation of the cred. but we have begun to luy the groundwork for s 1996

WETA has joined with all 10 of the nation's President tiul libraries, under the leadership of the Las Libraria Austin, to sponsor the event. We have formed an afrisory committee headed by Newton Minow and Charls Walker (furmer chairs of the commission that sporsored the first televised Presidential debates). We propose to engage the Presidential candidates in this deliberative polt at the start of the 1996 primary season.

One of the principal factors fueling support for the Perot candidacy obviously is dissatisfaction with the Presidential choices offered by the primary process That process—with its vagaries of timing, small, selfselected electorates, and the impact of momentum -suffers from the same two flaws as the electronic town hall. It is neither representative nor deliberative Short of replacing the current primary system, a non beginning, using a deliberative poll, could produce major change in the process.

Because the participants would be randomly select ed, the difficulties with viewer call-in polls would be avoided. And because the delegates could debate the issues for several days face to face with the candidates their deliberations would represent more than instant neous first reactions. Such an event would use television to provide a voice for "We the people" mide conditions that would make that voice worth hearing.

James Fishkin is chair of the department of gove ment at the University of Texas at Austin and author of Democracy and Deliberation: New Directions for ocratic Reform (Yale University Press, 1992)

# THE CHRONICLE

of Higher Education.



# Ouote, Unquote

This decision is a great thing. It's the most important thing since Brown v. Board of Education." AMs O. Chembles, Jr., on the Supreme Court's ruling on Mississippi's collages: A16

"She's done a Samson thing on the whole damo church. An English professor, on a scholar's symmet that Mark Twain based Hock Finn on a black youth: A8

"The battle isn't over, We intend to continue to try to create more public awareness of the becoming a branch office of the National Associution

of Scholars." An English professor who opposes sight nominees to the National Council on the Humanities: A15

"We have seen the cost estimutes for the sec more than double in three years, yet we are told the project must continue. Why, in a period of fiscal unsterity, are se, in effect, giving the ast a thank check?"

A Sensior, on warmings from SSC supporters that its death will damage American scienco: A26

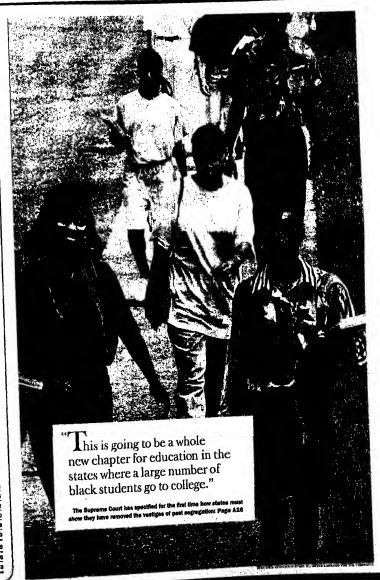
'It ought to be evident that while siriually everyone thinks they know a great deal about television, few mally do, sad fewer still leuve appreciation of this vital und compelling medium." Rector of the Freedom Forum Media

"It is a long woy from burning crosses on Minneson: lins to banning certain kinds of words and epithets on college

Also professor, on the need to re-

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**IIIDATATEL** 



# This Week in The Chronicle

IS HUCKLEBERRY FINN SLACK? scholar's assertion that Merk Twuln's quintessentially can character was modeled on a black youth is

stical model could help in drug enforcement: A6

REPORTS ON INVESTMENT PERFORMANCE mpany predicts that interest rutes on retirensen as will remain stable this year: All

I NATE OF SPEECH CODES The Supreme Court's ruling suggests that college hould focus on offensive acts, not words at of View: A40

CHOCKS AROUT TELEVISION people know much about the medium, and fewer leave a university with any systematic stending of it. Opinion: BI

and law professor loses his post- A4 vien institutions expected to morge: A4 ide orders removal of white administrators: A5 in Garden College will close in fall: A5 witt seems Teachers Hall of Fame. AS wheel report questions productivity in the classroom: A11 tes College hires a public-relations firm: A11 MW books on higher education: A12

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### Seremment & Politics

THATHS OF WORK NEARS END fisident Bush and Congress reach a compromise on Be bill to reauthorize the Higher Education Act: A15

MIL PAYES THE WAY FOR HUMANITIES NOMINEES State sources say eight controversial nominees to the states of Council on the Humanities were approved as pet of a deal to pass on ebortion-rights bill: A15

MEGON COLLEGES FACE MASSIVE CUTS The state's public iostitutions prepare to trim their bigsts by 20 per cent after the legislature apparently distax plan. A15

A NEW ERA FOR DESEGREGATION a many that Mississippi'a public colleges are still apply segregated, the Supreme Court has transformed education battles in 19 states: A16 Loyalists on two campuses reject the Court's

Reution that Mississippi consider merging the Texts of the cases majority, concurring, and iscating opinions begin on Page A19.

MAKE GETS DIRE WARNINGS ON THE SSC legation of physicists warms that killing the nducting Supercollider would severely damage Bericae science: A26

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### THE WEEK'S HIGHLIGHTS

### A Scholar Asks. 'Was Huckleberry Finn Black?'

A U. of Texas professor argues that Mark Twnin based much of his quintessentially American character on a black child

### A Look at TIAA's 1991 Performance

And looking ahead, TIAA officials said interest rates on retirement savings were likely to remain stable in 1992 after a long downward spiral: A11

### **Reauthorization Agreement**

Ending the threat of a Presidential veto, Congress and the White House compromised on a bill to reauthorize the Higher Education Act: A15



### **Exploring Ways to Help Soldiers Become Civilians**

Colleges and universities see the nation's effort to reduce its ormed forces as an opportunity to recruit a new corps of students: A29

### **Graduation Rates Compared by Race**

An NCAA study finds that black whictes graduate at a higher rate than other blacks: A31

### Business & Philanthropy

Lincoln U. recoives momerabilie of Langston Hughes: A6 The endowed cheir, FIAT, end the Itelian Journalist: A28 Western Michigen drops affort to open nursing school: A28 \$1,1-million sletod for Furmen will ge elsawhere: A28 Drake to sell houses and put profits toward andowment: A28 Estate valuad at \$10-million given to Simpson Collega: A28 Foundation grants; gifta end bequasta: A26

### Shudanta

### A NEW CORPS OF STUDENTS

As the nution reduces its ermed ferees, some eolleges are moving to help military personnel make the transition into elvilian life: A29

Forthquake sends books tumbling in California libraries: A4 U. of Southwestern La,'s yearbook editor leses post: A4 How do students feel about feminist schelership?: A29 Students want the U. of Minn. to offer abortion services: A29

### Athletics

### GRADUATION RATES FOR ATHLETES An NCAA study compares the graduation rates of

uthletes with those of all students: A31 A MIXUP OVER SPORTS SCHOLARSHIPS Seven Big Ten universities have exceeded athleticscholarship limits because of confusion over NCAA

nules: A31 FEMALE ATHLETES TAKE THE OFFENSIVE Seven women suc the U. of Texas at Austin, demanding that four women's varsity teams be added to the athletics program: A32

College haskethalf eaches seak breath of fresh ein A31 CUNY's Brooklyn College aliminates athletics program: A31.

### International

### CANADA EMPHASIZES GOOD TEACHING Prodded by criticism and fluoncial pressures,

institutions are trying to make the lecture hall a setting in which more learning takes place: A33

TUITION PROTEST CLOSES MEXICO'S BIGGEST CAMPUS The National Autonomous U. of Mexico was shut down for a day by protests over a proposal to reise tuition for the first time since 1948: A35

STUDENTS CONTINUE BELGRADE U. OCCUPATION Protesters who have accupied the U. of Belgrade for three weeks want to mobilize opposition to President Sloboden Milosevie of Serbia: A35

Top ctvll servent is Spain's Minister of Education: A33 Students at east German university continue protests: A33

### A VIEW OF FAMINE IN AFRICA

A physician at the U. of Cnl.'s San Francisco Medical School has published a book of photographs and journal entries about relief workers in the Sudan: B36

Appointments and resignations in academe: A36 Deaths: A37 Calendar of coming evants and daedtines: A37



Southern Californie:

"Recently, a letter was mailed which requested additional support for Kusc. The letterhead listed the names of several composers. To our embarransment, four of those names were misspelled: Stravinsky, Leonarda, Tailleferre, and Vaughan Wil-

"These errors did not originate at KUSC. They occurred when the capy was transferred from our word proc essing program to e program at one of the University of Sourthern California's printing facilities. In order to nsure that these problems wauld not be repeated, we have established new procedures for proofreading."

From Employee Development Update, o newsletter at the University of Californin at Riverside, comes this announcement of a workshop for

"Writing for Impact (Afternoons) For most of us, writing is a critial form of communication. Good wnting is often synonymous with effective and efficient work. . . . Tell us more.

Memorandum nt Southern Illinoia University at Carbondnie:

The General Education Committee is beginning to study the problem of addressing 'cultural pluralism' in the sinc general education curriculum. To that end, the Committee needs some basic university-wide information concerning the cultural adversity of the university's facolty and

You really wont to know?

Notice to student advisers at a college or university whose identity we

"Do you have on advisee who is looking for another course this term? "If so, History 238, U. S. 1945-1990, meeting 10-11 MTTHF in 0M 34 is open. (Note: due to an oversight, this course did not appear in the orig-

inal schedule.) "Readinga will focus on the Civil Righta movement, Vietnam, the Great Society, Watergate, feminism, environmentalism, the impact of maas media, and most important of all, the rise and demise of disco.

Prerequisites: one history class, and some awareness of the term 'lei-nure suit.' "

News from The Utah Sintesman: To make people more aware of alternatives to driving thomselves homo when they're drunk, coupons will be given to ntudents Friday so those partying on Friday night can get a free home, sald Smith

Tell Smith we already have one.

## In Brief

### Hervard lew professor

### loses his post

CAMBRIDGE, MASS .-- Adhering to a longstanding policy. Harvard University has denied a black low-school professar's request to extend his two-year leave of ab-

Derrick Bell, the school's first black tenured professar, began an unpaid lesve of absence in 1990 to protest the schaol's failure to hire a tenured "woman of color." In s letter, Robert C. Clark, the school's dean, told Mr. Bell that his failure to return would be considered s reaignation, effective last week.

In a atalement, Mr. Clark said he was "very saddened" by Mr. Bell's decision nat to return to teaching. "I wish he had chasen atherwise," the struement said.

Mr. Bell, who is n visiting pro or nt New York University inw school, can appeal the deci board. He could not be reached far comment. A camplaint Mr. Bell filed against the school with the U.S. Education Department's Office for Civil Righta is pending.

After his departure, 68 professara remain at the school. Seven nre white women, five are black men, and the rest are white men.

### Churches oppose merger of Hewall Institutions

HONOLULU-Hawsil Los College and Hawaii Pacific University ore expected to go through with n planned merger this month de-npite a law suit intanded to black

Three of the four Protestant churches that helped to faund Ha-wali Loa (below) 29 years ago filed a lawault in June, claiming that they had not been cansulted shaut the merger and had serioua concerns about how it would nffect the institution.

The merger would result in one inalitution on two campuses un-der the Hawali Pacifie name. Ha-



## Earthquake sends books tumbling in California libraries

RIVERSIDE, CAL. - Santhern California was jolled by a severe earthquake and mare than 1,000 aftershocks, but damage to coleges and universities was mini nal because the epicenter was in sparsely populated desert area

vail Pacific is not affiliated with

The merger was scheduled to

take place July 1, but was delnyed

when the churches sought a pre-

iminary injunction from the court

barring the move until their law-suit went to trial. The Injunction

was denied and no trial date was

The churches—the United

dethodist Church, the United

Church of Christ, and the United

resbyterisn Church-clslm they

have a stake in the college. They

sny they have given \$2,5-million ta Hswaii Loa since its faundin

and have forgiven some of

The fourth founding dence

contealing the merger.

tion, the Episcopal Church, is not

mortgage loa

nny religious organization.

community colleges were closed emporarily for clemnup und repairs after thousands of books tumbled from the shelves during the first earthquake. About 14,000 booka were knocked uff the The Ilbraries at the University of ahelves of the Tomás Rivera Li-

California campus here and two | hrary at Riverside, inchi obont 4,000 rare volumesi cial-collections section to Wurkers had just finished is ing sciamic bracing on in memorabilia of poet shelves, which prevented



### Yearbook editor denied post in photo flap

LAFAYETTE, LA.-Jeff Gremil- | rehired because the un lion, last year's editor of the University of Southwestern Louisiono's yearbook, hos been denied a second term because administrators disapproved of controvers

pictures in the yearbook.

Tho book, L'Acadlen, feotured photograph of a partly nude non. It also hos o acction de voted to the Persian Gulf war, illustrated with a picture of a bull-dog, the university mascot, sitting on the American flag (above).

A faculty-student committee dent for student affairs that Mr. Gremillion be appointed editor of the book again this coming year. The choice was rejected. A unl-The choice was rejected. A un-recally species woman said the in-stitution had received many complaints about the yearbook and that Mr. Gremillion had not been

disapproved of his judgmi editorial in the student o waa aharply entical of the

### Corrections

A story on taxol (The Charles Last month five teach-cle, May 20) referred to Letter 15 ton scross the concle, May 20) referred to University of Kansas bot si Quently called him, means Kansan State'a Mr. Misses An atem in the reopening letics column (The Chon

June 24) incorrectly idea nstitution that Thomas J. O nor is leaving to become all director at Saint from University. He is now direc

tion and returned to his former post at the university. Spring Gerden College will close in fall

had to conduct new searches a

fill the two positions. In addition, he said, the next available jobs in

ench of the extension service's of-

lices in six counties must be lilled

by minority opplicants. One of the two white administrators is retir-

ing and the other has left the posi-

PHN.ADELPHIA-Unuble to resolve financial problems and faced with a declining enrollment, Spring Gurden Cullege has unin they had not been given nounced it will not open in the fall. The college, which was founded in t851, is considered to nive jobs, U.S. Distric man Habbs agreed, say he the nation's oldest indepentension service had vic ent school of technology. It had he court order by appoint nn operating hodget of \$5.5-million but a debt of more than \$10-Ac two white employees in testors and then admillion. Attempts by the college in the positions and proto sell the earnous to other institu tions, then lease back port of the The judge said the university property, fell through.

### Useals II. receive a

ige orders removal

hite administrators

judge here has ordere

dministrators from their

write's Cooperativ

rice has been open

is is its Cooperative Extension

tion of memorabilla former rowned by the poet and author eston Hughes (vight) has been used to Lincoln University. hes graduated from 1 Incol

The sill came from Runnon see and the late Adele tilus once owned the Mucke Gellery la Now York City, here Hughes often held readings is short 75 paintings, pho At and manuscripts of and hy
an and artists who, like
the were prominent during

lenity opens

hers Hall of Fame

SHOMA, KAN.—Schoolteach

to new have a half of fame. Eaporia State University and

Nulonal Teachers Hall uf

recognized as outstanding and numed as its first members. They were chosen from about 100 retired or practicing teachers who

had been nominated by schools. Pietnres of the teachers will be hung in the hall, which is meading community have dwar is believed to be the the limpuria campus (helow). "So ous job, and that needs to be rec-



### **PORTRAIT**

## 6th-Generation Texan Takes On 'Trendy Nonsense'

Wenring a Stetson und protected by skin as thick as an old haffa o's," Melvin II. Itrudford invites controversy nearly everywhere he goes, whether he's blusting college's efforts to make their curriculu multicultural or challenging n sumptions of racial equality.

At the University of Dullas.

smull. Roman Cutholic instituti where he is a professor of English he is generally viewed as a gifted literary scholar and a popular teacher, But Mr. Bradford, who relishes a lively debate, provides plenty of material when he head

ont on the national lecture circuit. He told a gathering of Lincoln scholurs in Gettysburg, Pa., that President Lincoln was a munipula tor and a hypocrite concerned pricureer. Among other things, he told Mr. Liacoln's rhetoric reveals that slavery, he name than once tried to told rachd inkes.

(His views about Lincoln are not unique, ulthough most Lincoln scholars hold a much more favorable view and believe his opposiion to slavery was germine.

In a speech at Macalester College, which was in the process r revising its curriculum to make it more multicultural, he denonneed efforts to revise the canon us trendy nonsense.

### Generic Humanity'

He says; "The most important problem with multiculturalism is that it doesn't see the importance of texts that address our generic humunity-what un author has to say idout death, which is a universal human experience, about whether or not there's something worth risking life for-thosa are not culturully specific."

A sixth-generation Texas whose Nevertheless, his views hove ut times got him into trouble. In 1981, grent-grandshthers sought for the Confederacy, Mr. Bradford de-scribes himself us n "man of many he was reported to be ane af three candidates under consideration to head the Nutional Endowment for hats"—a rhetoriclin who is just as comfortable discussing the history the Humanities. But fleree opposiand politics of the South us he is the tion from neoconservatives to his views on Lincoln prompted the Reagan Administration to nominate literature. An authority on William Faulkner ond Southern literature in generol, Mr. Brudford has written William J. Bennett instead His critics, he contendn, "put tolozens of cssays and several books gether a myth of me that was useful on topics ranging from the fall of the in getting Beanett In instead of Confederacy to Caroline Gordon's

stories about the Civil War. Among his more provocative views is the premise that the na-He adds: "They knew he occasionally makes a progressive noise, and I generally don't." tion's founders never intended that Part of that myth, he says, is the the country be dedicated to equalassumption that he is racist. "The cult of equality," he "I'm not a scientific racist," Mr. writes in a recent essay, "is the opi-Bradford goys. "But blacks as a ate of the masses in today's world—part of the larger and older and, for some reason, making them full members of our society has passion for uniformity or freedom from distinction.

He says people are equal to mnt He says people are equal to min-ters covered by the law, but that "endless attempts at social en-gineering" to give people "equali-ty of condition" are destructive. Those who believe everyone is cotitled to equal opportunities, he says, "create unfouoded expectabecause some people simply aren't equipped to succeed. A

towering mun with a gracious man-themselves in the foot. He says ner unit it self-deprecuting sense of himor, Mr. Buidfird snys he rurely us un example, that too many single black women are mother:

When he truvels to the North to deliver a lecture. "I ulways wear my Stetsun hut, und I think my speech gets a little thicker." At home, in friendlier territory, he is generally popular with students and rarely discusses his views on race and equality. The university has no full-time black faculty members, and black students contacted by The Chronick were unfumiliar with Mr. Bradfurd's more controversial views. Curther, since no one has been pushing the university to revise its curriculum, he hasn't at-

### sistements on multiculturalism. 'Well Liked on a Teacher'

"This is a conservative universi-ty," he adds, "and a lot of students

ford worked on George Wallace's 1972 campaign for President, and more recently, wrote newspaper editorials on behalf of Patrick Buchanan when he was running for the Republican Presidential nomination, "I have some gifta in the rough and tumble of Texas politics, but I'm a school teacher." he says. "That's a high enough calling for



Melvin E. Bradlord: "Tho moro priviloges black Amoricans have had, the worse thoy soem to de."

when addressing people who don't ngree with him. "I'm good natured, and my per-

somil presence (loeso't encourage) Int of effrontery," he says, "I'm 6-5 und over 300 pounds, so I don't hring nut the aggressive side in peo-ple. But I'm not afraid of other apinions. My hide's just as thick as Battle Over Hurnanitien Pont

main outside. The more privileges

worse they seem to do."
"At the core of it is black private

life-those things we can't legislate

and can't control," he continues.

"I have o deep ruspicion that in matters that affect the course of

their lives, blacks habitually shoot

receives a hostile rosponse, even

"His views aren't necessorily applauded by everyone, but he's wel iked aaa leacher," saya Mark Zuniga, a senior who serves as editor in of the campus newapaper. University News.

ciate the stands he takes. They may not yearn for a return to the onlique South, but they certainly like the positiona he takes on e modern issues like abortion ond the necessity for morality in

Although he says he has no politi-cal ambitions himself, Mr. Brad-



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# **Scholarship**



# A Scholar's Provocative Que Was Huckleberry Finn Blau

A forthcoming book may revise the way critics lost at American literature and define multiculturalism

By Karen J. Winkler

RNEST HEMINOWAY ONCE Wrote that "all modern American literature comes from one book by Mark Twain called Huckleberry Fian." Published in 1884, the novel has found a pince at the very center of the American literary

Now a University of Texas scholar is asking, "Was Huck black?"

In a book to be published by Oxford University Press next spring, Shelley Fisher Fishkin argues that Twein based much of what scholars say was innovative about the character and languaga of his protagonist, Huck, on a black child he met in the 1870's. Further, Ma. Fishkin says, Twain drew on boyhood memories of the rhetorical style of a black slave to help him develop a new genre of social commentary.

Ms. Fishkin'a book, Was Huck Black? Mark Twnin and African-American Voices, is likely to have a major impact. not just on the way scholars interpret a mainstay of the American literary canon, but also on the way scholars define that canon. By calling attention to the way multicultural voices have influenced mainstream literature, it auggests that traditional views of the dichotomy between majority and minority cultures may be flawed. In so doing, the book gives the term multiculturalism a new meaning.

Literary critics have viewed the publication of Huckleberry Finn as a watershed, both legitimating the vernacular voice of an uneducated narrator and forging a new comic genre. But critics have traced the roots of the novel and its narrator to white aources, ranging from the humorous literature of the American Southwest to an outcast named Tom Blankenship, whom Twain knaw as a boy. They have generally looked to black sources only for Twain's portraits of black characters.

Both approaches were too narrow, says Ms. Fishkin, a professor of American studles at the University of Texas at Austin. "Literary criticiam has been segregated. The assumption has been that white texts grew out of a white tradition; black texts

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For the humanities in general, Ms. Fishkin's argument shows that the very terms of the multiculturalism debate today are "incorrect," says David Bradley, a novelist and a professor of English at Temple University, "One side wants to keep canonical texts in the curriculum, the other throw them out. Both assume that works that have been acknowledged by the test of time are emblematic of white European culture. Shelley blows that argument out of the water."

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African-American novelists such as Continued on Following Page



## A Scholar's Provocative Question: Was Huckleberry Finn Black?

Continued From Preceding Page Ralph Ellison and David Bradley, who have noted that canonical authors influenced their own work, have been among the first to call attention to the intermingling of cultures. Mr. Elliaon told Ms. Fishkin in an interview that, when he was a child, Twain's language so resonated with his own experience that he nicknamed his brother

Mr. Bradley says that academics have been slow to explore the in-terrelationship between black and white culture. "Mostly, this kind of talk has come from people on the fringes-writers outside aca-

### Getty Trust Names Postdoctoral Fellows in History of Art

The J. Paul Getty Trust has announced the names of recipients of the 1992 J. Paul Getty Postdoctoral Fellowships in the History of Art and the Humanities. The 15 scholars, who received their doctorates within the past six years, were each awarded stipends-for use wherever they like-"designed to free them at the beginning of their professional careers to pursue research and writing."

Following are the names of the scholars, their institutional affiliations, and the subjects of their re-

Stanley Aba, a saintant professor, San Francine State U.; or dinary images—
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650.
Johanna Druckes, oaststant professor,
Columbia U.; late 19th-ecotury Inseription, visuality, and interpretation.
Lise Drukes, assistant professor, Hostar and Wildiam Soith Colleges: sexual
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Overlapping Racial Traditions Other scholars say Ms. Fishkin's

work does not so much deny the existence of separate black and white traditions in America, as call attention to the ways in which they have overlapped. In that, she joina a small but growing chorus in academe raising new questions about the nature of the literary canon. Such critics as Arnold Rampersad, ample, have begun to examine the

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defining a separate black tradition will interpret Shelley's book as very

threatening." cross-fertilization between black and white writing and music.

In her baok Playing In the Dark,

released this year, the unvelist-Toni Morrisun calls for an examination of the way race and the 400presence of black people in the United States turve influenced mninstrenm American writers.

Through significant manced conflicts, through the wny writers peopled their work with the signs and bodies of this presence—one can see that a reni or fahricated Africanist presence was crucial tu their sense of Americonness." writes Ms. Morrison Mr. Rnmpersnd, a prufessor uf

literature and American studies at Own right " Princeton, sees Ms. Fishkin's work as "a wonderful response to Toni Morrison's challenge, ond a moves us further along."

step—a major step—in the re-ing recognition of the interph. Publishing tween black and white one

Mr. Yarborough, a profe English at the University of fornia at Los Angeles, says: ther looking at black har nlune, nor studying it as per American culture, can are will hunt the other approach it leave issues of race to b studies-or of gender to see studies—we run the risk of pa-izing them. But we're not at a tiun in society or in the seal where we can afford to stope nttention to black literature

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Many people could name some of the men who were prominent writers of the Harlem Renaissance period—novelists and poets such as Langston Hughes, Cloude McKay, and Jean Toomer. But what about the women?

That's what Mercy Knopf hegan to wonder after taking a course on female American writers atthe University of Cincinnati two years ago. For the course, Ms. Knopf read a novel called Plum Bun by Jessie Redmon Fauset, who wrote during the period. "I loved this book, and I wanted to know more about her," she says.

One day in New York she visited the Schomburg Center for Research in Bluck Culture and hegan searching through the microfilm, looking for other work by Faoset. She found several more stories as well as four novels and many reviews and translations.

That piqued her euriosity about other black women writing during the Hurlem Renaissance who had faded from public view. "Like many things, with the men of the Hurlem Renaissance, you could find reprints of their work. But not forthe women," Ms. Knopf says. While still a student, she put together a proposal for un anthology of their writings and sent it off to Autgers University Press.

Rutgers had alrendy published a collection of wamen's poetry of the Harlem Renaissance, end Ms. Knopf's proposal fitted well with the press's interests, says Leslie Mitchner, executive editorat the press. "My biggest concern wasn'therage but how the neademic community would respond to a white wo man academic doing a project like this," Ms. Mitchner says. After discussing the proposal with several black woman scholars, all of whom expressed

great interest in the project, she offered Ms. Knopf a contract.

Rutgers plans to release the book, tentatively called Harlem Remaissance Stories by Wonner, next spring. Ms. Mitchner colls it the first definitive edition of short stories by black woman writers of the period. It includes works by Jessie Redmon Fauset as well as Nella Larson, Alice Dunbar-Nelson, and Zora Neale Hurston, probably the best-known woman writing at the time. The book includes an introduction by Ms. Knopf on the history of the period and a fureword by Neille Y. McKay.

Although she hears the same name as one of the most prominent publishing houses in the country, Ms. Knopl', recently graduated from Cincinnati and now a marketing assistant at Oxford University Press, says she is no relation to the founders of Alfred A. Knopf Inc.

It's an infusual format for a highly respected physics journal, but Halmut A. Abt, managing editor of "The Astrophysical Journal," sincerely believes a picture is worth a thousand words. Moving pictures, that is.

Sturting with the July 10th issue, Mr. Aht plans to produce a video version of the journal, leaturing computer simulations and muving pictures of astronomical phenomena that are critical to understanding un increusing number

of discoveries in astrophysics, but that can't be displayed on paper.

Mr. Abt, nn astronomer at the National Optical Astrunomy Observatories in Tucson, Ariz., says the videos won't replace the written journal, which is published three times a month, but will serve as a supplement to some of the issues. Papers that include moving pictures of simulations or astronomical observations will be compiled in a single issue of the journal, which will be sent to subscribers with n video tape. Mr. Abt plans to publish the video text twice a year-or more frequently, if the format proves popolar with authors and subscribers.

Mr. Abt got the idea from recent meetings of the American Astronomical Society, where a dozen or so authors brought videos of computer simulations to illustrate their talks. A computer simulation, he says, "is not the kind of thing you can illustrate very well in a couple of graphs in captions. So, I thought, hey, why not try it in the journal?"

The first issue of the video will feature five segments-four of which are computer simulations and a fifth that depicts un unusually clear observation of the sun soperimposed with data gathered un the sun's magnetic fields. Mr. Abt says the 50-minute video will cost about \$6 a subscriber to pruduce and mail.

Adrian L. Melott, an astrophysicist ut the University of Kansas who has a cumputer simulation in the journal's first video, says the format will be a useful tool for scientists. By looking at dutu in a computer simulation, he says, "the eye can make out a lot more relationships than in graphs and equations."

# Performance Class By Itself

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### NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB
The following list has been comand frominformation provided by be publishers. Prices and numbers of pages are sometimes opproxitake Some publishers offer discount to scholars and to peuple

### MOPOLDRY

erioted frontiers in Amazonia, by man Schmick and Charlet H.

The Charlet H. St.

nee in the Heartland: Balleon France buses of the Spac Midweet, 1.850-b. by Fred W. Peterson (University of Kansa, 11 pages; 35), Traces you have a proach in wood-contraction that was made possi-ty the production of machine-made

thurs Clroys, translated by Charles Rougle (Pinceton University Press, 176 pages; \$19.95). Examines the clite ori-gins, development, and decline of social ist-realist art in the Soviet Dumin.

### CLASSICAL STUDIES

The America Letters, edited and trans-lated by William L. Morant Johns Hop-kins University Press; 464 pages; 568). Translating of cunciform tablets that

Translation of cunefform tablets that contain the diplomatic correspondence of Egyptian pharaohs during the mid-14th century a. r. Homen The Poetry of the Pest, by An-drew Ford I Cornell University Press; 248 pages, \$28.91. Argue, among hifer things, that Homen grounded his poetic



Fastly Foundations: Soviel Economic Policies, 1928-1940, by Hollond Hunter and Jonusz M. Szymer Princeton Uni-versity Press; 281 pages; 549, 50). A sec-tor-by-se-tor analysis of Stolin's eco-nomic policies during the period.

Principles for Oral Harrative Research, hy Axel Chirk, translated by Kirsten Welf and Jody Jensen Hndiom Universi-ty Press; 240 pages; \$29.95. Translation of a highly influential treatise on follower research by the Danish scholar who lived from 1864 to 1917.

### HISTORY

The Bettle for Coals Miners and the Politics of Nationalization in France, 1940-1950, by Darryl Holior INoritem Inios University Press; 264 pages; 533-Discusses the mining industry's shift from private to mationalized production, as well as the politics of its rolo in post-

as well as the points of the war economic recovery.
Elizabeth II War and Politics, 1688-18003, by Wallace T. MacCaffrey Princetoo University Press; 552 pages; 365). The final book of three valumes on another tooles include the (65). The final roof of the filtrabethan politics: topics include the fueen's reluctant pursuit of war with spain, and the congaest of Uister.

The Fabrication of Louis XIV, by Peter

France, and Germony.

The Information is the Myange and Advantures of William More lay, an Indentived
Bermant, edited by Sostin E. Klopp and
Billy G. Smith Pennsylvanin Strie University Press; 179 pages; 125 Anardover,
\$12.99 paperback). Memoir of on Englishman who in welful of America as an indentived servint in 1729.

Keepers of the Revolution: New Yorkers at Work in the Early Repeblic, edited by Paul A. Oilje and Howard B. Rock | Cor-nell University Press; 288 pages; \$39.95



hardcuver, \$14.95 paperhackt. Edition of first-person negatives and other documents that shed light on the lives of religion. New Yorker documents are shed. uments have shed light on the lives of ra-dinary Now Yorkers doring the period. Life for Us a Whall We Make its Building Black Community in Detroit, 1915-1946, by Richard W. Thomus (Indian University Press; 184 pages; \$47.50). Examines the contributions of Individuols and or-ganizations in the development of the city's block community.

galizations in the two-respirations in city's block community.

Paradox Lock from Will and Political Liberty in American Guitze, 1630-1760, by Jon Pabl Jlohn Hopkins University Press, 224 pages, 3510 Describes how religious concepts of free will influenced this development of early American con-

ino development of early American con-cepta of liberty. The Politicized Muse: Madiol Feelivals, 1512-1537, by Anthony M. Cummings Princeton University Press; 250 pages; 339,95). Analyzes the political messages conveyed la elaborate public festivals sponsored by Florence's Medicir family. A Beneithy Independanton Canadian Methodiat Women Missionaries in Casa-methodiat Women Missionaries in Casasponsored by Florence's Medici Tamily.

A Bensither Independent Cleandian
Methodist Women Missionarian in Canadian
Methodist Women Missionarian in Canadian
many R. Chagan (McDill-Queen's University
Press, distributed by University
O'Toronto Press; 281 pages; 339-95
U. S.). Traces the experiences of fermale
missionaries in Impan, western China,
and in the immigrant and indigenous Indian communities of Canado

### LINGUISTICS

Mental Grammas Rusalan Aspect and Related Issues, by Per Durat-Andersen (Islavica Pablioter; 265 pages; 318.95), Develops niramework for the asalysis objects of the Steva Allaguier objects of the Steva Allaguier Week, by Zinjarew Gold (Stevica Pub-lishers; 462 pages; 528.95). Uses linguis-Confined on Following Page

### **NEW SCHOLARLY BOOKS**

Continued From Preceding Page tie data to trace the obscure, historical origins of the Slavic people.

### LITERATURE

LITERATURE

The Assistance of James Jopes, by The queen Authort (Johns Hopkins University of James Jopes, and James Jopes, by The queen Authort (Johns Hopkins University of Jopes Johnson, 1988). Considers such lopics as participated to the Johnson Johnso

iteration by Freud, with whom she canored analysis in 1931s Medican Joseph 
Fretton, in 1931s Medican Joseph 
Fretton, by Naomi B. Sokoloff Liohne 
Fretton, by Naomi B. Sokoloff Liohne 
1932s J. Sokoloff 
1932s J. Sokoloff

### Music Committee of the Committee of the

The Angel's Cyr Beyond the Pieseure Principle in Opers, by Michel Polzai, Iransiated by Arthur Denner (Const) University Press; 256 pages; 522.95). Transiation of a 1986 Preoch atudy of the employal angel of court.

Translation of a 1988 Precent audy of the contional appeal of opera.
Charles less: "My Father's Song": A Psychoarshylic Biography, by Start Peder (Yalo University Press: 396 pages; A Start Peder (Yalo University Press: 396 pages; A Start Peder (In life and in memory by his relational in life and in memory by his relational will appear to the precent appears of the

### Parameter Land

Assander of Servicine On Authorities and Authorities and Authorities of Authoriti

pher. The Terms of Cultural Oriticism: The rankfurt School, Existentialism, Post-

constitutionatism.

Rathhiding Obligation: A Feminiat
Mathod for Political Theory, by Nancy J.
Hirach mann (Comell University Press;
366 pages; 339, 93 hardcover, 51, 59 per back). Ora wa on the "gender payehology" of Noncy Choderow, Carol
Gilligan, ond other theorists to develop a

POLITICAL SCIENCE

feminist approach to the concept of po-litical obligation. illical obligation.

8alf/Power/Other: Political Theory and Dialogical Ethica, by Romand Coles (Cornell University Press: 224 pages; 329.95). Focuses on the thought of St. Augustine, Michel Foucault, and Mausica Mericau-Ponty in a study of the relationship among self, ethics, and power. structuralism, by Richard Wolin (Columbia University Press; 300 pages; \$351. Analyzes the three theoretical schools' challenges to the precepts of the Enlight-

### RELIGION

Common Law and Liberal Tissoy: Coles, Hobbes, and the Origina of American Constitutions like, by James R. More Cole (University Press of Kansas; 206 rages; 353). Discusses the jurist Edward Cole (1521-1634) and the philosopher Thomas Hobbes (1588-1679) as representatives of two traditions that shaped American constitutions like. Popular Volces in Latin American Gatholickm, by Daniel H. Levine (Prince-ion University Press; 424 pages; \$49.50 hardeover, \$18.95 paperback). Focuses on Colombia and Venezuela in o study of religious, cultural, and political change.

Acting Gays Male Homosexuality in Modern Drama, by John M. Clum (Cor-nell University Press; 300 pages; 529-95). Ansily zes American and British plays dealing with male homosexuality, and conducting the conduction of the conduct

Here are a dozen

new ways to improve journalism.

### Addresses of Publishers

Columbie U. Press, 562 Wost 113th Street, New York 10026 Couminio U. Press, 502 Your 11301 Street, NOW TORK 10025 Commil U. Press, 124 Roberts Pioce, Ithoco, N.Y. 14851 Indiana U. Press, 601 North Morton Streats, Bloomington, 1 Johna Hopkina U. Press, 701 West 40th Street, Suite 275, Bette

21211 Modili-Queen's U. Press, 3430 McTavish Street, Montreal H34119 Northern Illinois U. Press, OeKalb, III. 60115 Pennsylvania State U. Press, 820 North University Orte, Sula S, biversity Park, Po. 16802

versity Park. Po. 10802 Prinsation U. Press, 41 William Street, Princeton, N.J. 0856. Slavica Publishers, P.O. Box 14388, Columbus, Ohio 43214

Staving Publishers, P.O. Box 14383, Columbias, N. 1964 1. of Tennasses Press, Knox/Ris, Columbias, Otto 55214 1. of Tennasses Press, Hox 7819, Auctin, Tex. 78713 1. of Tencel Press, 10 St. Mary Stress, Sulter 700, Tenchs 14775 II. Press of Kansas, 2601 West 15th Stroot, Lawrence, Fct. 8504 1. Press of Messissippi, 3825 Ridgewood Rosd, Josiese, Fat. 39211

Yale U. Press, 92A Yala Station, Now Hovon, Conn. 08520

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Journalism Education Department

FREEDOM FORUM

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The Chips Quinn Scholars Program was established

by family and friends of the late John C. Quinn, Jr.,

newsroom careers upon graduation.

a \$1,000 scholarship.

and his spirit alive.

are matched with appropriate summer internships

guidance to launch their news careers.

Program is to forge a unique partnership

are this year's Chips Quinn Scholars.

editors that will identify promising

A major federal report on research universities in likely to tie ocw questions about the

to spend more time teaching, as ed to conducting research or ensuring in other activities. The President's Council of

Advisers on Science and boology, which is preparing the lechroming report, discussed those osterns at its meeting last month. Red it also approached the issue from amore corporate perspective.
Why, council members asked, isn't the process of teaching becoming me process or teaching occoming more productive itself, given the increases in productivity in so many beliess enterprises? Some members suggested that a act of growth in teaching leite had driven un the relative price of fuition, compared

The group did not discuss how measured. But some mer did starets concern that touching was being conducted largely as it had been in the past, despite the pace issovations in mony other nreus.

Less College officiols aren't wild about the kind of publicity the battered two-year college has been getting lately. But they're hoping to change that. Last month the college hired n ublic-relations firm and held u pres conference at which it distributed gossy information packets that continue, among other things, a pedicinery report from the regional

actrediting association.

Bitter feuding between the 24-member faculty and the president and trustees over issues of trainic freedom and governonce has drawn widespread attention to the Presbyterian-affiliated college. Last month, Lec's president, William B. Bradshaw, resigned mder pressure. At the press conference, the college announced that Charles M. Derrickson, a dean at Marshand State at Marchead State University and a

a Marchead State University and a Less alumnus, would take over ox interim president August 1. Despite the college's rotense of the accrediting report, officials at the Seathern Association of Colleges and Schools have decided—"in light of the many activities." of the many administrative, faculty. tod curricular changes"—to send tother investigating team to Lees this fall. About half the faculty nembers have left or been dismissed this year. Some professors were brounded by the findings of the wandrounded by the findings of the first accreding team and complained that it ignored academic-fresdom violations. The report said that in the "collective mind of many distalling the collective mind of many disident faculty, the concept of icademic freedom has been enlarged well beyond its meaning in the scorediling criteria.

Meanwhile, a group of ministers has asked the Presbyterian chorch

ierarchy to investigate Lees.

Critics have called on professors

with the prices charged by suppliers of other goods and services, who me more productive. ty in the classroom should

into effect in Murch. Interest rates fur ne-

### TIAA Annual **Investment Purchases**

## **Personal & Professional**

# TIAA Predicts That Interest Rates for Retirement Fund Will Remain Stable

Detailed report issued on investment performance

### By DENISE K. MAGNER

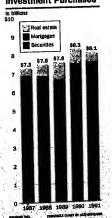
In a move designed to increose the confidence of its policy holders, the Teachers Insurance and Annuity Association has given participants a more detailed look than usual at its investment performance in 1991, TIAA officiols also said interest rates on retirement sovings are likely to remain stable in 1992 after a long downword spiral.

Pension sovings in TIAA curn interest at different rates, depending on when the money was put into the fund. The rates, which are set quarterly by the company's Board of Trustees, have dropped in recent years. In March, citing declining interest rates nutinnally and the weak real-estate market. TIAA unce ngain lowered the rates (The Chronicle, May 13).

### No Mld-Year Changes

In 1991 TIAA, u fixed-income fund, had \$56-billion in assets, which were invested in a mix of real estate, murtgages, and bands. TIAA and its companion company, the College Retirement Equities Fund, are higher education's lurgest pension system, with current ussets of \$107-billion. CRID's assets are invested in common stocks and other securities.

In a sign that interest rates may be stubilizing, the TIAA trustees lust month decided to make ou mid-year changes. Money put intu TIAA this year will continue to curn interest at 7.5 per cent-the rate that went





Thomas W. Jones of TIAA: "We do not expect any further impact on our

cumulations nut into TIAA in previous yours will nisu remnin the sume.

"We du not expect any further impact on our participants from the conditions of the mortgage and real-estate nurrket," said Thomas W. Janes, executive vice-president of finance and planning, in on interview at the giant pension system's offices

### Critics Question Practices

Critics in higher education, concerned ebout the folling rates, have been questioning TIAA's investment practices. Pointing to its significant investments in mortgages and resi estole, the critics have called on the company to provide more information about the quality of its investments and how the slump in the real-catole market will affect TIAA and its policy holdera.

TIAA's new report about its investment performance last year was issued as a supplement to TIAA-CREP's 1991 annual report. Each year, TIAA-CREF issues an onnuol report covering the two companies. TIAA provides o supplemento i hose participants who request it-describing its in-

The 1991 supplement contains more detailed information than previous reports. While the 1990 supplement was o gray document with six pages of explanation, the 1991 version is printed on glossy paper and contains 20 pages of explanation complete with color pictures and graphics.

Some TIAA participants, however, said the 1991 report still fell short of providing nificant new dotaits. "At least as far as I was able to compare, I didn't find substan-

tial new information in the amplement," said Ernst Benjamin, general secretary of the American Association of University Professors. Ho has been among those critles mising concerns about TIAA's investments. "What it does not have is the specifics about its reni-cainte investments."

In an article published this year in Academe, the mogazine of the AAUP, Richard T. Garrigan, a professor of finance at De-Paul University, called for more disclosure in the TIAA investment supplement. He said, for example, that the TIAA report should list and describe ony mortgages or bonds that are in default. The 1991 supplement does not list the fund's mortgage and real-estate assets but does list its securi-

"Questions about future carnings at life insurance companies with substantial investments in commercial mortgages end real estate are especially pertinent now," Mr. Garrigan wrote in Academe.

### 1,3% of Ascets in Government Bonds

Louis R. Morrell, vice-president and tressurer of Rollins College and a long-time observer of TIAA, said many policy holders did not understand the neture of TIAA's investments and did not realize some risk wes involved. "A lot of people thought the TIAA money was in government bonds," he seid. In fact, according to the 1991 invesiment supplement, only 1.3 per cent of TIAA's lotal invested assets in 1991 were in government bonds.

The report shows TIAA had \$54.5-billion in invested assets at the end of 1991, with Continued on Following Page





### Personal & Profe

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For 1992, Mr. Jones said

performed best vis-d-vision

officials expect the compar

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"If you're an isvestor who

He added: "There's just as

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Policy bolders can obtain

reol estate."

Jones said

## TIAA Foresees Stable Interest Rates for Retirement Fund

50.1 per cent in securities, 38.4 per cent in mortgages, 10 per cent in real-estate holdings and 1.5 per cent in other assets.

A review of the 1991 TIAA investment supplement shows the following trends:

■ The downturn in the real-estate market prompted TIAA lo reduce dramatically the amount of the same pattern as in 1991. new real-estate investments in 1991, in favor of securities. The company made about \$8-billion

securities; only 21 per cent were in then probably our percentage of asreal estate and mortgages. In 1990, sets devoted to new investments in by comparison, nearly 42 per cent of the company's new investments were in real estate and mortgages, and 58 per eent were in sceurities. Mr. Jooes said he expected TIAA's new investments this year to follow

good mortgage and real-estate investments," he said. But he added.

worth of new investments in 1991. "As long as the volume of new Nearly 79 per cent of them were in eommercial construction is low. mortgage and real estate" will be lower than in the past. ■ TIAA's real-estate investments

lotaled \$5.4-billion in 1991. Foreclosures-or properties acquired by TIAA because the original owner defaulted—accounted for 11 per "We still have an appetite for eent of the \$5.4-billion and earned a rate of return of 0.9 per cent in 1991. About 39 per eent of the properties in the portfolio were lassified as "unscasoned," meaning they were still in the process of getting tenants. Those properties earned a rate of return of I per eent last year. The final 50 per cent of TIAA's real-estate portfolio were 'sensoned" properties, which re-

turned 9.8 per cent in 1991. Two years earlier, by comparison, only 7 per cent of TIAA's realestate portfolio was aequired through foreclosures, and 60 per cent was made up of sensoned

■ In 1991, TIAA had \$20.9-billion invested in mortgages. Almost 95 per cent were in good standing; however, 5.4 per cent were classified as "below investment grade," meaning the owners had been delinquent in payment for more than 90 days or were in the process of foreclosure. A year ago, in 1990,

only 2.6 per cent of TIAA's mort- in mortgages and real estagage holdings were below investment grade.

Nearly 45 per cent of TIAA's mortgage holdings involved office buildings and almost 29 per cent. shopping centers. Because the markel for uffice huildings "remains severely overbuilt nutionwide," the investment report snys, TIAA's most recent investments in mortguges and real estate have involved shopping centers and steered awny from office buildings.

Over all, the net rate of return "If you're an investor

who is investing at the peak and selling at the trough, you've got

a problem. That's not our situation

on TIAA's investment portfolio in 1991 was 9.36 per cent, down from the previous four years (9.76 per eent in 1990 and more than 10 per cent from 1987 to 1989). However, TIAA officials suv the 1991 return was slill above the average return in the insurance industry-9.06 per cent. Historically, TIAA's rate of return has been about 3 per cent higher than general interest rutes, Mr. Jones said.

TIAA has invested mure heavily 842-2733, ext. 5509.

Jones said, because "see an Information Technology sing a different investment." tive than most other

### Avoiding 'Insidious Three "We're in the business of ! TEACHING WITH TECHNOLOGY ing retirement assets," he is "One of the most insidious the

Dogumentary videotapee examine the 'Challenger' disaster

E Genetice students will 'design' and 'mate' files on computers

■ 3-D graphics program teachee sophomores about molecules

ogy who designed the program. "'FlyLab' provides tremendous

flexibility," he snys. "Students see

wingless, and they can actually see

I Digitized gallery is created for the study of art movements nais, on assistant professor of biol-

Aprofessor at the State Uni- experiment, says Robert Desharthe percentages of forcisaring and below-investments find below-investments find below-investments find below-investments find to be sensing rideotapes of the main at about the same kirch of challeger space-shartful dispersions of the sensing rideotapes of the main at about the same kirch of challeger space-shartful dispersions in a course oo organiis missed decision making.

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sions contribute to decision

Each videotape is divided into

Wimbute segments. The first

vesting at the peak and selled. J. Mercus Meler, an assistant the trough, you've got spool policy or and coordinator of the what the fly looks like." Students design their parent flies in the program's "construct a fly" That's not our situation." I intership and organization studies myram, says he made the three window, selecting from numerous upes to show students how organipossible mutations. Then they drag ford structure and culture can two flies into the "mnting" winextremely weak market like to afted people who make decisions dow and click the "mate" button. We can ride out the downers premient and industry. The in the reni-estate cycle. In Colleger explosion distrates Another window appears, showing the offspring. ferents of a flawed decision. he

Any two flies can be mated to I'm sure there'll be down any adeanbres students' interproduce more offspring, which then can be nuted to produce sub-"Through 1996, our students semient generations of the report, at an charge, by will be young people who watched the disaster live in 1986, but who

Students study the offspring to determine which traits are inherited and in what proportions.

For more information, contact Mr. Desharmis, Department of Biology, California State University, 5151 State University Drive, Los Angeles 90032; (213) 343-2056; anu@men.tnext.calstate-LA. EDU. —KATHEBINE S. MANGAN

Sophomorea onrolled in introductory organic chemistry at Duke University are learning about mnleculea with a three-dimenaional graphics program previously reserved for gradute students.

Ned A. Porter, a prufessor of chemistry, suys he introduced the computer simulation—called "Chem 3D+"—lust semester because it "had a lot of meaning" at the graduate level, "It helps students visualize molecules and get insight Into their structure," he sava. "One of the major problems

students have in thinking in 3-D." With the program, which runs on Apple Macintosh computers, students watch simulated molecules change their shapes and behaviors. depending on energy and distance

among atoms The simulation shows how molecules absorb and emit energy. When the simulation is completed, the computer displays a color

"It's like holding a model in your hand," Mr. Porter says. "You can turn the picture over and see it

wera enthusiastle about the program. "A couple of students who had oot done well in organic chemistry before and who were taking it for a secood time told me how helpful it was to visualize the molecules." he says.

because they can replay the class-

room demonstrations on comput-

ers in the library. For more Information, contact Mr. Porter, Department of Chemistry, Duke University, Durham, mutations, such as curly wings or N.C. 27706; (919) 660-1550.

A faculty member at Western

Michigan University is creating a computer srt gallery for stu-dents studying Abstract Ex-pressionism, impressionism, and other art movements. For the Inst six months, L. John

Link, a professor of art, has been digitizing the color slides he shows In his class and making them availuble on a Next machine for art-history students to exnmine after class. Using a seanner, he has contnjeted about 150 slides and has incorporated them with text into the cumputer.

"The question I always get from nrt-history students is, 'Why can't 1 get n chance tu luok at sildes outsida of class?" Mr. Link says. "We can't lend out those slides be cause they are needed by other instructors and, in most cases, wa only have one copy of each stide. This seemed like n logical solu-

When it comes to colnr reproduction, the images on the comput er screen are better than the sildes shown in the classroom, Mr. Link says. In classes, students have to have enough light to take notes, and that is usually too much light to see the true colors, he adds.

Mr. Link snys he hopes to digitize about 2,000 more of the art department's 100,000 color sildes.

For mora information, conta Mr. Link, Department of Art, Western Michigan University, Kalamszoo, Mich. 49008; (616) -a.T.W. 207-2453

Briefly Noted

Rensselaer Polytechoic Iostitute is experimenting with a multimedio loboratory course to teach engineering studenta about "emhedded controls," the microprocessors built into everythian from automobiles to microwave ovens. The lab course, which offers video demonstrations and in teractive exercises, will be reoulred of all englacering majors by 1993-94.

a in o study st the Univarsity of Illinola at Urbana-Champaign chemistry students who completed their "wet" lab experiments with videodisk simulations did batter oo quizzes than students who complated the same experiments in the The Learning Society: Uncommon Sense: A Conversation with Diane Ravitch (Part I)

Hy Bemaid R Gifford, Ph.D.

"Everybody gets so much information all day long that they lose their common sense," lamented Genrude Stein in her Reflections on the Atomic Homb. That comment was made well before computers and telecommunications brought about the information explosion.

Today, more than ever, there's nothing common about common sense. Many of the education policymakers I've known over the last 20 years have been articulate; some have been insplring; a few have been visionary. But no one has been as reliably sensible as Dlane flavitch.

As I write, I'm tempted to delete "sensible" and consult my on-line thesaums for another word. After all, "sensible" describes a stardy pair of shoes—the kind your parents make you buy when you want the snazzy

But it's the word I'm after, because it means, in part, "capable of receiving impressions from external objects." That's Diane. She constantly refers to her own expenence of the world to guide her as she makes sense of the harrage of information that comes at us every day.

I recently asked for her thoughts about computers and testing, and instead of throwing facts and figures at me, she told me how it felt to take the written test that was required for a new driver's license when she moved to Washington, D.C.

th was a commuter test with 20 onestions," she told me, "You had to get 15 answers right to get your license. So there was a real incentive to do well on the tests, and I did. But I dilln't feel the way I do when I want to photoe someone. There's no machine that can inspire in you the feeling you get when you please somebody who has high standards and who says to you. This is the best work you've ever flone."

I llest met Diane Ravitch in 1973. I had just become deputy chancellur of the New York City Public Schools, I wanted advice from education and one of the first people I truned to was Larry Cremen of Columbia Teachers College, He introduced me to his former student, Diane Ravitch, a line scholar and writer. And because I shared her belief that linking research to practice is the oblimate expression of scholady commitment, I found her to be a soulmate.

She is also a friend, and there is great warmth between us and our families. Of course, we haven't always agreed. I've often clipped a Ravitch article, put exclanation points in the margins, and sent it to everyone I know. I've never found her work doll or uninformed.

As her new dilver's license attests, Drane is now in Washington, D.C., where she is assistant secretary of Education and heads the Office of Educational Research and Improvement. I spoke with her in mid-April and I thought I'd give you a chance to cavesdrop on our convenation. BGi I'd like to hear about the approach your office is taking to educational technology.

DR() see the rule of the federal government as extending the use of technology, trying to help schools do more. The schools have been hypassed almost completely by the technological revolution; to the extent that schools have computers and other forms of technology, the technology tends not to be as fully utilized as it ought to be.

BG: When's getting in the way? Lack of funding?

DRI it's not financial. Schools are run, in many cases, by a vast huneaucracy that is not entrepreneurial or progressive. That's why technology is used so much more effectively in the private sector. This is not to say that technology hasn't entered the schools at all. It's entered in

I've spent a lot of time traveling around the country, as I know you have. Wherever 1 go, I see ploneers who are doing exciting things with distance learning and with interactive hypermedia, but it has not really permeated intra every classroom.

And so we want to encourage people who are using technology In very creative ways. Take distance learning, for example. Distance learning is not about education—it is education. And I have seen distance learning systems in different parts of the country that are

I saw a system the other day in Alabama in which thousands of seventh graders are learning about the "doing" of science—not just talking about science, not just learning vocabulary, but doing

ents and all sorts of really exciting stuff for kids that involves them in problem solving. BG: Do you see a way to make school decision-makers more entrepreneurial in their approach to technology?

DRs Like everything else, it will be a matter of building a better mousetrap. I think it's going to happen, because as hetter applications develop, people will see them and will recognize that what they're currently doing is limited. And I think that with the Increasing reach of television and other means of communicating, change will not take as long as it has in the past.

There's more-I'll print the rest of our conversation in my

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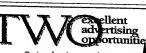
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The Justice Department called n

zics of witnesses to explain the taket aid system and introduced ion evidence documents obtained fon Overlap Group members thut wate that students may have exied up with smaller aid poeknees lecast of the group's netivities.

HIT started its defense with the an that has been the centerpiece o husponse to the investigation all ing Overlap benefited students, france pur President Paul E.

Sovtedified that Overlap icipation allowed the colleges to restrict a policy of awarding oid basiney on need. He said that the 'integrity' of the student-aid processis lost once colleges make wards based on ateria and thut Ownp was essential to preserving med based aid system. The trial is expected to conclude

Sea Paul Simon hos chorged hat wealthy oxecutives of the Soint Loan Morketing Stoom Loss Morketing
Association opposed direct-lonn
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Mr. Simon, no Illimnis Democrat with proponent of muking federal but directly to students, said in a seekan the Senate floor thos repay officials were afraid the of Daillion or more.

The federally chartered assolution, known as Sallie Mae, is all billion company that makes accept buying student loans from

autor Simos said that Sallie Ris's inp five officiols wanted to proceed the system of bank loans beaue they were protecting caperation packages that ranged for \$38,000 to \$1.3-million a year. Reach over 420,000 tech nology-minded readers it. Simon also took alm at iam 1. Itilanfeldt, Northwe ery week ... highere cation professionals wh a) manteut, Northwester, staty's vice-president for affond relations and a member are looking for informs about computer produc of Salie Mae's board of directors.

e Senator charged that Mr. dealeld had used his position to Mile a letter to other college Display: \$65/column inc Micials, opposing direct loans.

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Whichington, D.Q. 2007 solleges. He said he preferred as a consuent on Mr. Simon's

The Justice Department trapped up its case last week in the antitrast trial of the Massachusetts Institute of

Congress and the Bush Administration agreed last week on a bill to reauthorize the Higher Education Act. The Senate then passed the legislation manimously. The House of Representatives is expected to approve the bill as ear-Iv as this week

The legislation would govern Pell Grants, student loans, aid to black colleges, and other higher-education programs for five years. The current law exnices Sentember 4t College officials said they were glad to

By THOMAS J. Del.OUGHRY

Ending the threat of a Presidential veto.

By STEPTIEN HURD

The debate over abortion proved helpful

The nonmations were approved by the

Lest week to eight nominees to the National

Senate Lahor and Human Resources Cont-

miller. Senate somers say, as part of a

deal between Democrats and Republicans

on the panel to allow for quick passage of a

bill designed to secure the right of women

to have abortions. The manufations had

been stalled in the committee since they

Liberal scholars who opposed the muni-

nations contend that the Administration has been trying to pack the council, the

L'onneil on the Humanties.

were announced in Anul

**Government & Politics** 

WASHINGTON

Deal on Abortion Bill Said to Pave the Way

for 8 Nominees to Humanities Council

WASHINGTON

President and Congress Agree on Bill

to Reauthorize Higher Education Act

overt a veto and to see lawnakers near the end of their 17 months of work on the bill. Hut some officials said they remained concerned about provisions in the bill that they said would end Pell Cirants to many

Bush drops veto threat over direct-loan program; Pell Grant provision worries colleges

liducation Secretury Lamar Alexander issued a veto threat last month after a House-Senate conference committee approved a plan that would have ended federally ourrenteed bank loans at 500 colleges and trude schools in favor of direct federal loans to students. The Secretary argued that the plan would add hillions of dollars

to the autional debt The Administration dropped the threat

advisory hourd for the National Endow-

ment for the Humanities, with conserva-

The decision to consider the nominees

apparently was made at the last minute.

Some Senate staff members said they had

learned that the mominations would be not-

relapou only when they arrived at the com-

Committee members did not discuss the

nominations at the meeting. The eight were

accepted in a clump with nominees for oth-

Kenneily, the Massachusetts Democrat

who heads the committee, had reached a

A Senute aide said that Sen, Edward M.

Continued on Page A25

mittee meeting.

### last week when the conference committee agreed to limit the direct-loan program to a pool of institutions where students have received a total of \$500-million in loops in a specified year. Congressional aides said the plan might include as many as 300 insti-

### 'A Foot in the Door'

The final compromise was nearly identical to the plan the Hoose approved in its resolution bill in March, which the Administration promised at that time to veto. Secretary Alexander said then that the plan was not a demonstration program, hat "a foot in the door for a had program."

Lust week, Mr. Alexantler was willing to accept the plan. In a written statement, he said he would recommend that President Bush sign the final hill. "After a lot of hard wark, the conference has come up with a good bill that will continue to help millions of Americans pay their bills at the best system of colleges and universities in the world," the statement said.

Fitta Fielek, the Secretary's spokeswomun, said he was pleased because the direct-loan project would be smaller than it would have been under the conference committee's plan for 500 institutions. 'That was ultyays the most important concern-that it be a demonstration with a

cup," she suid. College lobbyists and other observers suggested that Bush Administration officinls were willing to accept the plun hecourse they were worried that a veto woold have hurt Mr. Bush's efforts to portray

# Oregon Colleges Face Budget Cuts of 20% After Legislature Kills Tax Plan

ties glundy prepared to slash their budgets by 20 per cent user the 1993-95 biennium after the Legislative Assembly last week apparently killed a fax plan that would have averted most of the cors.

Goy, Barbara Roberts, a Democrat, proposed the tax plan, which would have regoned voter approval. But the Republicandominated House of Representatives voted it down, and unless it inespectedly reverses itself, voters will not have a refer endone on the proposal

The package, which included a contriversial new sales tax, was introduced to offset an expected \$1.1-hillion revenue loss from a property lice cap. Governor Roberts said she would not propose a new has package, but would work with lawmakers if they want to develop some form of schef

'I'm subered by events of the last Iwu days," said Thomas A. Bartlett, chancelfor of the State System of Higher Education. "I'm in my office loday kind of psychologically regrouping, because I had grared myself up for a very different sum-Continued on Page A26



Gov. Barbara Roberts: After rejection of her tax plan by Oregon immakers, she does not plan to propose another,

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igher-education system date to 1969, the Department of Education's pre-

the Department of Henlth, Ednou-

and Welfare, ordered Mississippi and

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n plans. Mississippi never filed an

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la 1975, a group of black citizens sned

sate in federal court, demanding a

emitable higher-education system.

Since then, the case made its way

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Department of Health, Falucation, and

fire or federal courts to come on with

egeption plans. (See map on Page

All But agency officials and indges have

un had a Supreme Court elecision to

Boil S. Tatel, a Washington lawyer

the lastice Department then joined the

ion and so the case was sent

Year Odyssey

# High-Court Ruling Transforms Battles Over Desegregation at Colleges in 19 States

For the first time, the justices specify how states must show that they have removed vestiges of past segregation

### By SCOTT JASCHIK

In ruling that Mississippi's public colleges are still illegally segregoted, the Supreme Court has transformed judiciol and political battles affecting higher education in 19 Southern and border stotes.

For the first time, the Court specified how states must demonstrate that they hove removed the vestiges of past segregation. The standard set by the Court was much higher than that used by many lower courts and, mony people soy, by the Edu-

### Prying Open Closed Cases

Civil-rights leaders see the decision as a strong tool with which to pry open desegregation cases that have been closed in seven states. In other atates, educators and civil-rights leaders say the decision could force predominantly white institutions to take more steps to attract black sludents and faculty members and to examine admissions requirements that may limit the enrollment of black students.

"This is going to be o whole new chapter for education in the states where a large

said Gary A. Orfield, a professor of education and social policy at Hnrvard Universi-

It is unclear what effect the decision will have on public black colleges. Legal experts are divided over whether the language in the decision will prompt stotes to increase their financial support for those institutions or to move to close them,

### More Than 'Good Faith'

The crux of the Supreme Court ruling was that stotes must do more than merely eliminate laws barring block students from predominantly white colleges and show good faith" to desegregate. That standard was used by a federal district court and the U.S. Court of Appeals for the Fifth Circuit to rule earlier that Mississippi was

The lower courts said the less-strict standord was oppropriate in college segregation cases because students select which colleges they attend-unlike public-school students, who are assigned to schools.

In a decision written by Justice Byron R. While, the Supreme Court rejected that



Stephan C. Halparn of SUNY at Buffalo: "The overarching economic context le not going to be favorable. You can't enhance black collages on the cheep."



Alvin O. Chembilss, Jr., who represented the civil-rights groups: "This decision is a great thing. It's the most important thing since Brown v. Board of Education.

attendance is determined not simply by udmissiona policies, but also by many other foctors," Justice White wrote, "Thus, even after o state dismuntles its segregative dmissions policy, there moy still he stute oction that is Imceable to the state's prior de jure segregation and that continues to oster segregation,"

All of the justices except Justice Antunin

Scalio joined in the decision. (The complete texts of the majority opinion, two concurring opinions, and the dissenting pinion stort on Page A19.)

Justice White's decision said a stute must reform all policies that are vestiges of segregation "to the extent practicable and sistent with sound educational prac-

In the Mississippi case, the Court cited a number of policies that it soid the lower courts should have forced the state either to justify or eliminate. It returned the cose to federal district court to examine the issues in greater detail while developing a plon to desegregate the state's colleges.

### Reliance on Test Scores Cited

The Court ruled that the state's admissions standards had been odopted with a diacriminatory purpose and continued to hurt black students. The state relies on standardized test scores as the minimum criterion to gain admission to its public colleges, even though black students tend to receive lower scores than their white counterparts ond the companles that distribute the tests advise against their being used as the sole criterion for

The Court also ruled that Mississippi must justify or end the practice of having many duplicative academic programs of nearby historically black and predominantly white institutions. The decision soid such duplication was "port and parcel" of the "separate but equal" philosophy that had led states to create black colleges rather thon admit bluck students to white institutions

advacules for black colleges, the by Court olso said the lower courts must amine whether Mississippi come eight public four-yeor colleges as a st erpetuate segregation. Threeofthou leges are historically black. Noting 5 some of the institutions are not of the Court suid: "Continuing to main eight universities in Mississippi is wath und irrational," and sold that closure and sold reopen desegregation cases mergers might lead to more integrated

### Call for More Fundo Ia Rejected

The Court rejected a request francis rights lawyers in Mississippi that the th be required to provide more funds black colleges because those institute educate many black students. The to press us to order the upgrading of son State, Alcorn State, and Missia Valley solcly so that they may be financed, exclusively black enclay private choice, we reject that request state provides these facilities for all d

opinion left black colleges. Justice ence Thomas, in a concurring opinion ence Thomas, in a concurring opinion and the state of secting full apportunity drew praise from many of his past critical and hadest of secting full apportunity civil-rights organizations, said the death that students. "Ock a clearing of should not be read to discourage

from improving black colleges. from Improving black colleges.

Justice Thomos cited the contribution of the Justice Thomos cited the Contribution of the Contribution of the Justice Thomos cited the Contribution of the Justice Thomos cited the Contribution of the Contribution o tions of black students who were # lowed to attend other institutions. would be ironie, to say the least 1 Institutions that sustained blacks segregation were themselves desire an effort to combal its vestiges," he

Justice Scalla, in his dissenting opi said the majority opinion's come program and institutional dupikal

who headed new's Office for Civil Rights under President Carter, smill: "This case is In a portion of the decision that my important because 1x x has always led a debate between those wine thought menental admissions were all that was repred and these who wanted more. As ing wikat debate ruged, it was difficult to timplete the process Now that the Supreme Court has annuhad Maissippl, many experts on deserg-

aging my that the Education Departthritdsed in seven states and demand ner ution by seven other states for with the department is currently reviewin progress in desegregation.

### Citicism of Civil-Righta Office

hed M. Byrd, a lawyer for the NAAI P d Defense and Educational Fund. said the Education Department "has been at with the standard set by the Supreme Cont" and should demond that states do leatired black students to predinniany white institutions and to improve Populs at black colleges.

Mr. Offick of Harvord, who has studied

the Education Department's enforcement itizens."

The justices differed on just where the justices laws, said the Office for Cavil light was much too easy on states, for usa or whether they met certain minimal bory of the Supreme Court decision." he

ion he added, black chizens throughthe Southern and border states should eaction lawanits against their pubsystems of higher education.

Richel L. Williams, Assistant Secre-

and Education for civil rights, said last at the department was reviewing also and would apply it to the

**AKIN TO BLASPHEMY** 

## Loyalists on 2 Mississippi Campuses Reject Suggestion by Court That State Consider Merging the Institutions

By TOYE MERGER TITA HENA, MISS

In Mississippi's Delta, where tennut farmers still baryest nutch of the cotton and poverty is percunial, residents say they need note educational concerturi-

Swinneli of the talk at Delta State and Mississippi Valley State Universities is about the U.S. Sunreme Court's ruling that Mississippi must desegregate its colleges, and what that means for the

"It could go two ways," said one Mississippi Valley student "It could raise the level of funding for each, or it could close some doors.

In the justices' 8-to-1 opinion, they said that "continuing to maintain all eight universities in Mississippi is wasteful and irrational" and minted out that Delta State, a prodominantly white college in nearly Chyclant is only 35 miles from historically black Mississioni Vidley's commis. The instices said the state should consaler whether some Mississippi colleges "can be practicably chosel in merced with other existing institu

As are many issues in Mississippi, the question of whether any campuses will be closed or merged is complicated by taxe, and by a revenence for tradition that is as communicated as the Confeder-

"We pist con't get past the pirindur," said a Delta State senior, Junta II Mann

### Same John Programs

Delta State and Valley share the school crobs of green and winter Hoth are regarded by the state as "regional" institutions. Recently they have offered joint programs in faculty development

Now they share another communality: the concern that their institutions could be victims of Mississopi's nitempts to desegregate postscandary education Any solution that would merge the compuses, especially if it required closing one campus altogether. is akin to blusphemy, said invalists to

Valley was founded in 1950 to train black teachers, in an ern when the law kept blacks out of white universities. Its enrollment, slightly more than 2,000, makes it the state's smallest historically black college-und therefore, many say, the most vulnerable.

Delta State, which was founded in 1925, is now Mississippi's must raciolly mixed public campus, where block etudents make up one-fourth of the 4,000member student body. Some of its students and faculty members say it is the more vulnerable university, because

ARKANSAS Mississippi Vniloy Stata Univarsity Dalta State MISSISSIPPI LOUISIANA

legislaturs would consuler clusing u black commus politically unwise - purticularly in the mostly black Delta re-

Supporters of rach college say both most remain open as separate entities.

"Mississippi has more need for education than any state in the nation." sunt Rny C. Hudson, a graduate of Valley who is now its vice president for administration. "In even consider climinating an institution that is un asset just doesn't fly. It would defy logic."

Said Valley's President William W. Sutton: "In try to distribute our 2,000 students at Delta State would nut save Mississippi nur \$6.7-million budget.

Delta State is not able to handle 2,000 more students, nor would it want to It's simple to say, 'We're not supporting all our institutions as we should, so let's shut une down.' But in the long run, that's not the goal "

On the Deltn State campus, odministrotors agree. "We think each public institution has n very unique mission that is being served well," said H. Wayne Blansett, dean of student affaire at Delta State, "We know there's been a great deal of talk obout a merger, but there's a need fur both colleges."

W. Frank McArthur, vice-president for weademic affairs, agreed a merger would not be suitable. "We're full. Neither institution could absorb the pupulatiun of the other, unless the intent of a merger would be to deny access to stu-

Andrew L. Coleman, a senior at Delta State, pointed out that Mississippi State University and Mississippi University for Women are also close to each other. Nevertheless, he said, "they're not in danger of being merged. The alumni would never allow them to he consulidated."

Arhi Hemlerson, Jr., ii student whn transferred from a predominantly white Missouri college to Vulley, said: "A merger of the two would not recognize the udvantages of historically black colleges, 'fhere's self-esteem built here. When you're one black kid in the midst of a mum of white kids, you're lost in

Valley's students, he said, are often the "elite of the gliette," cupable of the ing college-level work but frequently overlooked by many predominuntly white institutions. Valley's programs fur students who have not been udequately prepared for college, coupled with the purturing environment, offer students opportunities that they would not get elsewhere.

Whal is needed, Valley officiols said. are improved ucademic offerings and unique programs that, over time, would Continued on Following Page

was "premaine" to say whether any state that the department had cleared of illeval segregation would be examined again

Mr. Williams added, however, that he did not think the Education Departmen had been lenient with the states "There has been a running debate between oca and its critics over what standard out has used." he said "to a's characterization what it has done has dways been different from what the activists said it was."

The decision produced salving reacturns arrows state officials, Gan. Kirk Fordice of Mississippi, a Republican, last week appeared three cummittees to prepare plans to bring the state into compliance with the Lan

In other states, higher-education leader said they thought they had already met desegregation requirements regurdless of clasicana they face from cavil rights

leaders, Gary S. Cox, executive director of the Kantucky Council on Higher Educaturn, said his state had been making aleady progress in desegregation and did not need more federal monitoring. "We certainly haven't achieved everything we sel oul to achieve, but we never had a system like the sissippi system," he said.

### Testing Seen as Vulnerable

Critics of standardized testing said they thought the decision made lesting requirements in formerly segregated atates vulnerable to legal challenges. Cinthia H. Schuman, executive director of the National Center for Fair and Open Testing. said the Supreme Court's criticism of the way Mississippi has used standardized tests was extremely significant.

"The Supreme Court noticed that supposedly neutral measures like test scores can be a veil for racial discrimination," she

Harvard's Mr. Orfield said the ruling was particularly applicable to Florida, which requires students to pass tests to receiva associate's or bachalor's degrees. or to move on to junior-level work in college. Black students have failed the tests at greater rates than white students.

"These overwhelmingly teal-driven systems are now subject to uttack, as they should be," he said.

Thomas H. Fisher, director of testing programs for the Florida Department of Education, disagreed. He said that "meaningful standards" helped all students and could still be defended to court. "Standards give people something to work to word? he said.

Legal experts and college officials were Continued on Following Page

### A New Era for Desegregation

## High-Court Ruling Transforms Battles Over Desegregation

Continued From Preceding Page sharply divided on whether the Supreme Court ruling would help or hurt black col-

The lawyers who argued the case on beholf of civil-rights groups and the United States said the decision would help black colleges. Kenneth W. Starr, the U.S. Solicitor General, said: "There is no cause for concern, much less alarm on the part of historically black colleges. It is the policy of the United States and its enforcement agencies that historically black inatitutions have nn important and positive role to

Alvin O. Chamblisa, Jr., who represented the civil-rights groups, soid black collegea would benefit because the Supreme Court had forced Mississippi to come to terms with its past discrimination. 'Everything's on the table now," he said.

### Benefits From Redistricting

Mr. Chambliso said that public black colleges throughout the South would benefit from political redistricting, which is expected to lead to the election of many more black legislators. The political clout, combined with the force of the Supreme Court ruling, he said, meana that "the system will have to be serious about inclusion and not exclusion

Added Mr. Chambliss: "This decision is a great thing. It'o the most important thing since Brown v. Board of Education." Edward B. Fort, president of North CarStatus of Higher-Education Desegregation Cases



olina A&T University, said he, 100, was pleased with the decision. He said that North Carolina had helped his institution add new academic offerings-including its first doctoral program-to improve the quality of education for black and white udents olike.

States that have been certified by Education

Mr. Fort said he expected the decision to lead other stotes to follow North Carolina's example.

Others are much more pessimistic obout what the future holds for black colleges. Mnrk D. Musick, president of the Southern Regional Education Board, said that even if states have the money und the will to create new programs, it takes years to plon and start up new nendemic ventures.

States where Justice Department is seeking federal court order for desographics plan

He also said that public black calleges in rural areas would have difficulty attracting white students, regardless of what new programs are added. Noting the location of Mississippi Volley State University, Mr. Musick said: "When you look at Ittu Benn, Miss., what programs con you put there that will ottract white students?"

Frederick S. Humphries, president of Florida A&M University, said he was worried about the decision's language suggesting that Mississippi may have tun many institutions. "When language like that is

nerability of public black college.

Government & Par

Mr. Humphries added that to planing are the opinious in United Politicians wrongly think that that place is Kirk Forfice, Governor of Mission are an anachronism since per facing and lake Ayers v. Kirk Forfice, leges are an anachronism since per facing and lake Ayers v. Kirk Forfice, mustly white colleges today record to General Missisteph, Justice Byron R. authy white colleges today record to General Missisteph, Justice Byron R. at the majority opinion, which students. But those institute. Sign root the majority opinion, which is the colleges to the majority opinion. students. But those institutions, less tend to go after the top black stoke water the major of your feel fusitive William when "it's the masses of black stoke Released and Junices Harry A. Black-thut we need to column " that we need to educate."

### Threat to Black Colleges Seco

tion for Equal Opportunity is Higher cation, said he feared many states use the Supreme Court decision and Instice White's economic times as excuses to de merge black colleges.

Any mention of the value of bloto leges "wos conspicuously absen" by his his Court held that the concept the decision, he said, and the Contact d'sonate but equal" has no place in the financial difficulties that saits has bales had been supported in many affects. operating many different colleges.

"The overarching economic connot going to be favorable. You cut a tend to segregated public estucahance black colleges on the chem, a few with all deliberate speed." Brown v. Mr. Hulpern, a professor of solidate love of Education (Brown 11), 349 U.S. Mr. Hulpern, a professor of police ence at the State University of New Is

Mr. Hudpern soid black college their supporters must become mad a pulitically ustute. "They need to one, & has sepegated system in elementary un u state-hy-state basis to insure fat the restructoring that now occurs, their the standards to opply in determinstitutions get in fuir shake," he said "to" is mister the State of Mississippi has utilimutely be a political control as ultimutely be a political coates, as dan't know if they have what it take text. come out well in a political eaving that has historically been hostile to

## uscut, 1 certainty think is increased. Text of Opinions in Supreme Court's Decision on Mississippi Desegregation versity each admitted at least one black

student during these years, but the student

composition of these institutions was still

planest completely white. During this peri-

nd, Jackson State and Mississippi Valley

State were exclusively black: Aleum State

had admitted five white students by 1968.

In 1969, the United States Department

of Health, Education and Welfare (10 w)

initiated efforts to enforce fille VI of the

Uivil Rights Act of 1964, 42 U.S.C.

§2000d. Iff w requested that the state de-

vise a plan to disestablish the formerly de-

jore segregated university system. In June

1973, the Board of Trustees of State Insti-

tutions of Higher Learning submitted a

plan of compliance, which expressed the

aims of improving educational opportuni-

ties for all Mississippi citizens by setting

numerical goals on the empliment of other

race students at state universities, hiring

the Brand of Trustees that the Missis-

appi system of higher education is in com-

phonee with little VI of the Ursal Rights Act

Fellowing are the opinious in United Jan. Anhany M. Kennedy, Sandru Day Classer, David H. Souter, John Paul Smess, and Clarence Thomas. Justices Stephen C. Halpern, who wrote to flower and Thomas airs wrote concur-in the cose on behalf of the Congress five galains. Justice Antonin Sculiu Black Cnucus and the National Ang. water discenting ophiton.

# Majority Opinion

other-race faculty members, and instituting remedial programs and special recruitd'Edecation (Brown I), 347 U.S. 483, 495 ment efforts to achieve those goals. App. (89) The following year, the Court or-III W rejected this plan as failing to com ply with Title VI because it did not go far enough in the areas of student recontinent 24, 31 (1955). Slace these decisions, the and em offment, Localty hiring, changation Contacted many occasions to evuluate of nunecessary program duplication, and pletters while school district has met its institutional funding practices to ensure alimative obligation to dismantle its prior that "a student's choice of institution or campus, henceforth, will be based on other us soudery schools. In this case we dethun rocal cuteria." ld , at 205. The board reloctantly offered amendments, preforing its reform pledge to m w with this state ment: "With deference, it is the position of

of 1964 " ld \_at 898. Hisisippi launched its public universi-At this time, the facial composition of system in 1848 by estublishing the Unithe state's maveraties had choiced only unity of Mississippi, an institution deshmarginally from the tevels of 1968, which casi to the higher education exchanively d wite persons. In succeeding electudes.

It has erected additional post secondwere almost exclusively single-race House in w religed to accept the most fied plan the board adopted it my way 674 W. tale-race educational facilities. Al-F. Supp., at 1500 that even the hunted on the University opened its discus in effects of this plan in disestablishing the Man in agricultural culic se for the colprint de jure regregated system were sult ortho of Mississippi's black youth." stantially constructed by the state Learnia-My. Alloin, 674 F. Supp. 1523, 1527 title, which relieved to fould it until list al-8 Miss, 1987). Creation of four mure year 1978, and even then at well onder half adamely while institutions followed: linkships State University 118801, Misthe amount sought by the Israed. App. 896-897, 1444-1445, 1448-1449 Saipi University for Women (1885). Uni-Private petitioners initiated this lawsont hem Mississippi 11912t. and in 1975. They complained that Mississippi 1 State University 11925). The state had montained the rapidly segrepative clomore solely black institutions in fects of its prior dual system of postsecand 1950; in the former year, Jackson undary education in spotation of the Fifth. Daysrsity, which was charged with black teachers for the black pubos," ld., at 1528; and in the fatter

ouniversity system in the state

appl State University. Mississip

University for Women. University of

Managopi, and Deka State Uni-

sed largely intact.

Ninth. Thaternth, and Faurteenth Amendments 421: S C 511981 and 1983. and Inte VI of the Civil Rights Act of 1964. ulppl Valley State University. 42 U.S. C. \$20004 Shortly theteafter, the ions were to educate teachers United States filed its complaint in interly for rural and elementary schools vention, charging that state officials had provide vocational instruction to failed to satisfy their addigation under the Equal Protection Clause of the Finit-Court's decisions in Bruwn Brown II. Mississippi's policy of de epesaton continued. The first black teenth Amendment and Title VI to dramat the Messissippe's dual ay sigm of higher edu al was not admitted to the University tippi until 1962, and then only by After this Liversit was tiled, the purties el order. See Meredish v. Fair, 306 1 A (CA5), cert; denied, 371 15. S. 82%.

afternated for 12 years to achieve as oncensual reminimum of their differences through to funtary dismanisement by the state of de prior reposated system. The Board of Trustees implemented reviews of existing curricula and program "mission" at each institution. In 1981, the heard issued "miswon statements" that identified the extant purpose of each public university. These "missions" were chartered into three cate

gories: comprehensive, urban, and region-

'l'umprehensive" universities were classified as those with the greatest exist ing resources and program afferings. All three such institutions (University of Mississippi, Mississippi State, and Southern Mississippit were exclusively white under the prior de jure segregated system. The board authorized each to continue offering doctoral degrees and to assert leadership in certain disciplines. Jackson State, the sole inban imiversity, was assigned a more limited research and degree mission, with both functions geared toward its urban setting. It was exclusively black at its incontion. The "regional" designation was something of a misnomer, as the board envisioned those institutions primarily in an umlergraduate role, rather than a "regionat" one in the geographical sense of serving just the localities in which they were lessed. Unly the universities classified as "regional" included institutions that, print to desegregation, had been either exclusively white Delta State and Mississippi University for Women or exclusively black. Alcorn State and Mississippi Val-

Ity the mid-1980's, to years after thrown, more than 99 percent of Mississippi's white students were emolled at University of Mississippi, Mississippi State, Southern Mississippi, Helta State, and Mississippi Duiversity for Women. The student bodies at these universities remained predominautly white, averaging between 80 amf 91 percent white students. Seventy-one percent of the state's black students attended Jackson State, Alcora State, and Mississippi Valley, where the rarial composition Lancel from 92 to 99 percent black. A pers S. Alban, 891 1- 2d 742, 714-715 (CA 1980 tourel decision!

Its 1987, the parties concluded that the could not agree on whether the state had taken the requirate altumative steps to dismantle its prior de juie segregated system. they proceeded to trial. Ibth sides presented voluminous evidence on a full range of educational issues spanning admissio statulards, faculty and administrative staff recruitment, program duplication, on-campus discriminatum, institutional funding disparities, and satellite campuses.

Petitioners argued that in various ways the state continued to teinforce historic. race-based distinctions among the universiture Resemblents argued generally that the state had fulfilled its duty to disestabhish its state-imposed segregative system by implementing and maintaining good faith, non discriminatury race-neutral policres and practices in student admission, faculty hiting, and operations. Moreover, they suggested, the state had attracted sigreficant numbers of qualified black students to those universities composed mustly of white persons. Respondents averred that the more continued existence of recially identifiable universities was not unlawful given the freedom of students to change which institution to attend and the varying objectives and features of the state's universities.

At trust's and, based on the testimony of 7f milnesses and 56,700 pages of exhibits. the District Court entered extensive find ions of fact. The court first offered a historical overview of the higher-education institutions in Mississippi and the developments in the system between 1954 and the Illing of this suit in 1975, 674 F. Supp., at 1526-1530. It then made specific findings recounting post-1975 developments, inchiding a description at the time of trial, in those arens of the higher-education system under attack by plaintiffs; admission requirements and rectuitment; institutional classification and assignment of missions; stuplication of programs; facilities and finance; the land-grant institutions; faculty and staff; und governance. Id., at 1530-

The court's conclusions of low followed

As an overview, the court uutlined the common ground in the case: "Where a state hus previously mointoined o racially dual system of public education estab-lished by law, it assumes an 'affirmotive duty' to reform those policies and practices which required no contributed to the senaration of the races "Id at 1551 Noting that courts ununimously hold that the affirmative duty to dismantle a racially dual structure in elementary and secondary schools also governs in the higher-education context, the court observed that there was disagreement whether Green v. New Kent County School Rd., 391 U.S. 43tt (1968), applied in all of its aspects to formerly dual systems of bioher education. i.r., whether "same level of racial mixture at previously segregated institutions of higher learning is not only desirable but necessary to 'effectively' descerepate the system," 6741. Supp., at 1552. Relying on a Fifth Circuit three-judge court decision, Alabama State Teachers Assn. (ASTA) v. Abstrace Public School and College Are thority, 289 F. Supp. 784 (MDAla. 1968). out per curium affirmance of that case, 393 It S. dist 11969), and its understanding of our later decision in Razennove v. Friday. 478 H.S. 385 [1986], the court concluded that in the bluber-education context, "the affirentive duty to desegregate does not contemplate either restricting choice ur tho achievement of any degree of racial hal-

unce " 674 F. Sunn., ut 1553. Thus, the court stuted: "While student enrollment and foculty und staff hiring patterns are to be examined, greater emphasis should instead be placed on current state higher education pulicies and practices in order to insure that such policies and practices are racially neutral, developed and implemented in good faith, and do not substantially contribute to the continued racial identifiability of individual institutions.

ld at 1554.

When it addressed the same aspects of the university system covered by the factfindings in light of the foregoing standard, the court found no violation of federal law in any of them. "In summary, the court finds that current actions on the part of the defendants demonstrate conclusively that the defendants are fulfilling thair affirmative duty to disestablish the former de jure segregated system of higher aducation. Cd at 1564.

The Court of Appeals reheard the case en banc and affirmed the decision of the District Court. Ayers v. Allain, 914 F. 2d 676 (CAS 1990). With a single exception, it did not disturb the District Court's findings of fact or conclusions of law. The en banc majority agreed that "Mississippl was . . . onally required to eliminals in-

Continued on Following Page

# Loyalists on 2 Campuses Reject Suggestion That Mississippi Consider Merging the Institutions

lure white students to the campus. Presently, about 20 studento are white,

Mr. Sutton rejects any solutiono that would place the burden of desegregation on black students or black institutions.

"We have evidence that people of good will can integrata in both directions," he said. "It doesn't have to happen in only one direction.

## 'Thia Shouldn't Be a Racial Issue'

Some white students say the fact that Valley la historically black would not malter to them if it offered programs they were

"I wouldn't have a problem with a black college as long as I'm treated as an individsald Teresa K. Jackson, a senior at

"Sometimes, the bad thing about white colleges is that the black population is overlooked as far as literature and the study of culture," ahe added. "That hurts not only black atudents, but white stu-

Said Mandy Barnette, a junior: "I'm going to go where I have to go. This shouldn't be a racial isaue. But I'm sure aome white students would have a problem with it, Some people are alili living in the Dark

However, some white cludents say that prospect of being in the minority would ep them from considering Valley or any r black college.

"If I could go there today, I probably t," sald Ma. Msnn. "I wouldn't closs."

Long-atending racial prejudices probably will continue to dissuode most white students from choosing black colleges, no matter what programs they offer, said one Delta State faculty member.

"Because of prejudice and old stereotypes, I don't see Valley ever becoming attractive to whites," said Jerry W. Dallas, a history professor. "Maybe way off in the future, if Valley offers programs that other achools don't, it's within the realm of possibility,

Mr. Dalias said additional resources might be needed to offer those programs, but that would only further entrench segre-

"One of the ironic things to me is that there's this strong drive to preserve historically black colleges and, at the same time, fully integrate white schools. That doesn't seem fair," he said.

### Benefits for All Colleges

Others don't believe the two goals are antitheticai. Several educators said they were hopeful that the outcome of the case would benefit predominantly white and historically black colleges.

Much will hinge on the state's political eadership, Gov. Kirk Fordice, during the 1991 gubernatorial campaign, advocated eliminating many academic programs to save monay. And in January, he said he would call out the National Guard if the Supreme Court ordered the state to raisa taxes to improve black colleges—a threst



W. Frank McArthur of Dalta State U. "We know thare's been a great deal of talk about a marger, but there's a nead for both solleges."

that his spokeswoman later characterized as not literal, but "a strong metaphor to Illustrate how opposed he is to raising tax-

One good sign, some educators and, is Governor Pordice's recent pledge to forge ao amicable solution and end divisiveness. If that happens, perhaps Miasissippi can



Roy C. Hudson of Mississippi Velley State U. "To aven consider alimination an institution that is an assat just doesn't fly. It would defy logic."

et 4, 313 F. 2d 532 (1962) len banc) iper finally leave the burden of its Jim Green For the next 12 years the segrepast behind, officials said. "We have be in this case 17 years and I would hop can bring it to an end," said F. Kent att, the president of Delta State. "I'm p Mississippi can take the lead role and haps set an example for other states to be

### A New Era for Desegregation

## Text of Supreme Court Opinions on Mississippi Desegregation

Continued Fram Preceding Page vidious racial distinctions and dismantle its dual system." Id., st 682. That duty, the court held, had been diacharged since "the record makes clear that Mississippi has adopted and implemented roce-neutral policies for operating its colleges and universities and that all students have real freedom of choice to attend the college or

university they wish . . . . " Id., at 678. We granted the respective writs of certiorori filed by the United States and the

The Diatrict Court, the Court of Appeals, and respondenta recognize and acknowledge that the State of Mississippi had the constitutional duty to dismantle the dual school system that its laws once mandated. Nor is there any diapute that this obligation applies to its higher-education system. If the atate hos not discharged this duty, it remains in violation of the Fourteenth Amendment. Brown v. Board of Education and its progeny clearly manate this observation. Thus, the primary issue in this cose is whether the state has met its affirmative duty to dismantle its prior dual university system.

Our decisions establish that a state does not discharge its constitutional obligations until it eradicates policies and practices traceable to its prior de jure dual system that continue to foster segregation. Thus we have consistently asked whether existing racial identifisbility is attributable to e stote, see, e.g., Frecinan v. Plus, 503 U.S. (1992) (slip op., at 24); Bazemore v. Friday, supra, at 407; Pasodena City Board of Educ. v. Spangler, 427 U.S. 424, 434 (1976); Gilmore v. City of Montgainery, 417 U.S. 556, 566-567 (1974); and examined a wide range of factors to determine whether the state has perpetuated its formerly de jure segregation in any facet of Ita institutional system. See, c.g., Board of Education of Oklahama City v. Dowell, 498 U.S., (allpop., at 11); Swamı v. Charlotte-Mecklenburg Bd. of Education, 402 U.S. 1, 18 (1971); Green v. New Kent Caunty School Bd., supra, at 435-438.

The Court of Appeals concluded that the state had fulfilled its affirmative obligation to disestabliah ita prior de jure segregated ayatem by adopting and implementing race central policies governing its college and university system. Because atudents seeking higher education had "real freedom" to choose the institution of their choice, the state need do no more. Even though neutral policies and free choice were not enough to dismantle a dual system of primary or accondary schools, Green v. New Kent County School Board, supra, the Court of Appeala thought that universities "differ in character fundam tally" from lower levels of schools, 914 F. 2d, ot 686, aufficiently so that our decisioo in Bazemore v. Friday justified the conclusion that the state had diamantled its former dual system.

Like the United States, we do not disagree with the Court of Appeals' observation that a state university system is quite different in very relevant respects from primary and secondary schools. Uolike attendance at the lower level schools, a student's decision to seek higher education has been a matter of choice. The state historically has not assigned university stu-

dents to a particular institution. Moreover, like public universities throughout the country, Mississippi's institutions of higher learning are not fungible-they have been designated to perform certain missions. Students who qualify for admission enjoy a range of choices of which instituto attend. Thus, as the Court of Appeals stated, "it hardly needs mention that remedies common to public school desegregation, auch as pupil assignmenta, busing, attendance quotas, and zoning, are unavailable when persons may freely choose whether to pursue an advanced education and, when the choice is made, which of several universities to attend." 914 F. 2d.

We do not agree with the Court of Appeals or the District Court, however, that the adoption and implementation of raceneutral policies alone suffice to demonstrate that the state has completely abandoned its prior dual system. That college attendance is by choice and not by assignment does not mean that a race-neutral odmissions policy cures the constitutional violation of a dual system.

In a system based on choice, student atten dance is determined not aimply by admissions policies, but also by many other actors. Although some of these factors clearly cannot be attributed to state policies, many can be. Thus, even after a state dismantles its segregative admissions policy, there may still be state action that is tracea ble to the state's prior de jure segregation and that continues to foster segregation. The Equal Protection Clause is offended by "sophisticated as well as simpleminded modes of discrimination." Laue v. Wilsan, 307 U.S. 268, 275 (1939). If policies troceable to the de jure system are still force and have discriminatory effects, those policies too must be reformed to the extent practicable and constatent with sound educational practices. Freeman, supra, (alip op., at 21-22; Dawell, supra, ut (alip op., st 11); Green, 391 U.S., at 439; Florida cx rel. Hawkins v. Board of Cantrol of Fla., 350 U.S. 413, 414 (1956) (per curiam). We also disagree with respondents that the Court of Appeals and District Court properly relied on our decision in Bazemare v. Fridoy, 478 U.S. 385 (1986). Bazemore neither requires nor justifies the conclusions reached by the two eourta below

Bazemore raised the issue whether the financing and operational assistance provided by a state university's extension aervice to voluntary 4-H and Homemaker Clubs was inconsistent with the Equal Protection Clause because of the existence of oumerous all-white and all-black clubs. Though prior to 1965 the clubs were supported oo a segregated basis, the District Court had found that the policy of segregation had been completely abandoned and that no evidence existed of any lingering discrimination la either services or mem bership; any racial imbalance resulted from the wholly voluntary and unfettered choice of private individuals. Bazemore, supra, at 407. In this context, we held inapplicable the Green Court's judgment that a voluntary choice program was insufficient to dismantle o *de jure* dual system in public primary and secondary schools, but only after satisfying ourselves that the state had oot fostered segregation by playing a part in the decision of which club an individual

Bazemore plainly dues nut excuse inquiry into whether Mississippi has left in place certain aspects of its prior dual system that perpetuate the racially segregated highereducation system. If the state perpetuates policies and practices traccable to its prior system that continue to have segregative effects-whether hy influencing student enrollment decisions or by fustering segregatiun in other facets of the university system-and such pulicles are withunt soond educational justification and can be practicably eliminated, the state has not satisfied its burden of proving that it has dismantled its prior system. Such policies run afunl of the Equal Protection Cluuse, even thungli the atate has abolished the legal requirement that whites and blacks be educated separately and has eatablished racially neutral policies not animoted by a discrimi-

natory purpose. Because the standard applied by the District Court did not make these inquiries, we hold that the Cuurt of Appeals erred in affirming the District Court's ruling that the atate had brought itself into compliance with the Equal Protection Clause in the operation of its higher-education system.

Hod the Court of Appeals applied the correct legal stondurd, it would have been apparent from the undisturbed factual finilings of the District Court that there are aeveral surviving aspects of Mississippi's prior dual system which are constitutionalsuspect; for even though such policies may be race-neutral on their face, they substantially restrict u person's choice of which institution to enter and they contribute to the racial identifiability of the eight lic universities. Mississippi must justify these policies ar eliminate them.

It is Important to state at the outset that we make an effort to identify an exclusive list of unconstitutional remmants of Mississippl'a prior de jure system. In highlighting, as we do below, certain remnants of the prior system that are readily apparent from the findings of fact made by the District Court and affirmed by the Cuurt of Appeals, we by no meons suggest that the Court of Appeals need not examine, in light of the proper standard, each of the other policies now governing the state's sity system that have been chullenged or that are challenged on remand in light of the standard that we articulate to-With this caveat in mind, we address policies of the present system: admission atandards, program duplication, institutional mission assignments, and continued operation of all eight public universi-

We deal first with the current admissions policles of Mississippl'a public universiiles. As the District Court found, the three hip historically white universities in system—University of Mississippi, Mississippi State University, and University of Southern Mississippi-enacted policles in 1963 requiring all entrants to achieve a minimum composite score of 15 on the American College Testing Program (ACT). 674 F. Supp., at 1531. The court bed the "discriminatory taint" of this policy, id., at 1557, an obvious reference to the fact that, at the time, the average ACT score for white students was \$8 and the average score for blacks was 7. 893 F. 2d, at 735. The District Court conclud-

ed, and the on bane Court of he agreed, that present admissions ar lerived from policies enacted in the le to redress the problem of studen aredness. 914 F. 2d, at 679;674F. ot 1531. Dhviously, this mid-pass licution for perpetuating a policy ar originally to discriminate again dents dues not make the presental sions standards any less cons

The present admission stands unity tracenble to the de jure systa were originally odopted for a dee, it estyl America Online fen-tury purpose, but they also here purson elegant, easy-to-use discriminatory effects. Every hims plurates, with pull-down resident under 21 seeking admission, against and "windows" that under the purpose of the supplication of the supplication with socress at less the seeking admission and participate in application who socress at less the seek of the supplication who socress at less the seeking admission and participate in applicant who scores at least 15 mm for nutomatic admission to any of the historically white institutions exce sissippi University for Women, with quires a score of 18 for automak sion unless the student bas a 10 a school grade overage. Those soring than 15 but at least 13 outomatically to enter Inckson State Heisen State University, and Mississir State University.

Without doubt, these requi strict the range of choices of one ilents as to which institution the tend in a way that perpetuates see Those scoring 13 or 14, with some tions, are excluded from the feeling ly white universities and if they higher education must go to one turically black institutions or alle cullege with the hope of transfer historically white institution Pr utely more blacks than whites for choice: in 1985, 72 percent of Miss white high-school seniors achiev composite scure of 15 or better, whi than 3tt per cent of black high-schol mars carned that score. App. 152412 s not surprising then that Miss nuiversities remain predominanty is able by race.

The segregative effect of this entrance standard is especially sid light of the differences in minimum mutic entrance scores among the universities in Mississippi's system minimum secre für automatic simisi Mississippi University for Women is 18; it is 13 for the historically versities. Yet MUW is assigned the institutional mission as two other universities, Alcorn State and Miss Valley-that of providing quality of cy fall disproportionately on blick denty who might wish to attend MUN though the disparate impact is not all the same is true of the minimum ACT score of 15 at Delta State Union the uther "regional" universitypared to the historically black " universities where a score of 13 suff automatic admission. The courts made little if any effort to justily in tiunal terms those particular disp entrance requirements or to inquire er it was practicable to eliminate the

We also find inadequately just the courts below or by the recor the differential admissions in between universities with dis grammatie missions. We do not that absent a discriminatory purp ferent programmatic missic nied by different admission a would be constitutionally susp

Section 2

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lence; promote empathy for memhers of minority gruups. the police, or the jury; foster understanding of urban prob

During the Los Angeles disturbances, it would have been helpful for viewers to knuw low the videotape was edited-what not on television. what didn't, and why. How the broadcast coverage cupture nt on during the policemen's trial? considerations can also be applied current Presidential esmpaign jost of the information the public ies directly from television.

IAT ALL EDUCATED PEOPLE need ) know much more about televiion ought to be evident from the TESTITY of the public drama in Los An-

geles. It ought to be equally evident that while virtually everyone thinks they know o grest deal about television, few really do. and fewer still leave the university with any systematic appreciation of this vitul d compelling medium.

Journalism and communication schools ought to display a special sense of urgency ntinued on Following Page





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ges: Did they help trigger vio-

OPINION

# Text of Supreme Court Opinions on Mississippi Desegregation

Continued From Preceding Page vidious raciol distinctions and diamantle its dual aystem." Id., at 682. That duty, the courf held, had been discharged since "the record mokes clear that Mississippi has adopted ond implemented race-neutral policies for operating its colleges and universities and that all students have real freedom of choice to ottend the college or university they wish . . . . " Id., at 678.

We granted the respective write of certiorari filed by the United Stateo and the private petitioners. 499 U.S. 11991).

The District Court, the Court of Appeals, and respondents recognize and acknowledge that the State of Mississippi had the constitutional duty to dismantle the dual achool system that its laws once mandated. Nor is there any dispute that this obligation applies to its bigher-education system. If the state has not discharged this duty, it remains in violation of the Fourteenth Amendment. Brown v. Board of Education and its progeny clearly mandate this observation. Thus, the primary issue in thus case is whether the state has met its affirmative duty to dismantle its prior dual university system.

Our decisions establish that a state does not discharge its constitutional obligations until it eradicates policies and practices traceable to its prior de jare dual system that continue to foster segregation. Thus we have consistently asked whether existing racial identifiobility is sttributable to the state, acc, e.g., Freeman v. Pitis, 503 U.S. (1992) (slip op., at 24); Bazemore v. Fridoy, supra, ot 407; Posodena City Boord of Educ. v. Spougler, 427 U.S. 424, 434 (1976); Gilmore v. City of Montgom-ery, 417 U.S. 556, 566-567 (1974); ond examined a wide range of factors to dotermine whether the state has perpetuated its formerly de jure segregation in any facet of its institutional system. See, e.g., Board of Education of Oklohoma City v. Dowell, 498 U.S., (silp op., at 11); Swann v. Chorlotte-Mecklenburg Bd. of Education, 402 U.S. 1, 18 (1971); Green v. New Kent County School Bd., supra, at 435-438.

The Court of Appeals concluded that the stato had fulfilled its affirmative obligation to disestablish ita prior de jure segregated system by adopting and implementing race-neutral policies governing its college and university system. Becouse students seeking higher education had "real freedom" to choose the institution of their choice, the state need do no more. Even though neutral policies and free choice were not enough to diamantle a dual system of primary or accondory schools, Green v. New Kent County School Board, supra, the Court of Appeals thought that universities "differ io character fundamentally" from lower levels of achools, 914 F. 2d, ot 686, sufficiently so that our decision in Bozemore v. Fridoy justified the conclusion that the state had dismantied its former dual system.

Like the United States, we do not disree with the Court of Appealo' observation that a state university system is quite different in very relevant respects from pri-mary and secondary schools. Unlike atlendanco ot the lower level achools, a student's decision to seek higher education has been a malter of choice. The state historically has not assigned university atu-

dents to a porticular institution. Moreover, like public universities throughout the ntry, Mississippi's institutions of bigher learning are not fungible-they have been designated to perform certain missions. Students who qualify for admission enjoy a range of choices of which institution to attend. Thus, as the Court of Appeals stated, "it hordly needs mention that remedies eommon to public school desegregation, such as pupil assignments, busing, ottendonce quotas, and zoning, are unavailable when persons may freely choose whether to pursue an solveneed education and, when the choice is made, which of several universities to attend." 914 F. 2d.

We do not agree with the Court of Appeals or the District Court, however, that the adoption and implementation of raceneutral policies slone suffice to demonstrate that the state has completely sbandoned its prior dual system. That college attendance is by choice and not by assignment does not mesn that a race-neutral admissions policy cures the constitutional violation of a dual system.

In a system based on choice, student attendance is determined not simply by admissions policies, but also by many other factors. Although some of these factors clearly cannot be attributed to stote policies, many can be. Thus, even after a state diamontles its segregative odmissions policy, there may atill be atate action that is tracesble to the state's prior de jare segregation and that continues to foster segregation. The Equal Protection Clause is offended by 'sophisticated as well as simpleminded modes of discrimination." Lone v. Wilson, 307 U.S. 268, 275 (1939). If policlea traceable to the de jure system are atill in force and hove discriminatory effects, those policies too must be reformed to the extent practiesble and consistent with sound educational practices. Freemon, supra, (alip op., at 21-22; Dowell, supra, ot (slip op., at 11); Green, 391 U.S., at 439; Florido ex rei. Hawkins v. Board of Controi of Fla., 350 U.S. 413, 414 (1956) (per curiam). We also disagree with respondonts that the Court of Appeals and District Court properly relied on our decision in Bozemore v. Friday, 478 U.S. 385 (1986). Bazemore neither requires nor justifies the conclusions reached by the two courts below. Bozemore raised the Issue whother the

financing and operational sasistance provided by a state university's extonaion service to voluntary 4-H and Homemakor Clubs was inconsistent with the Equal Protection Clouse because of the existence of numorous all-white and all-black clubs. Though prior to 1965 the clubs were supported on a segregated basis, the District Court had found that the policy of sogregation had been completely abandoned ond that no evidence existed of any lingering discrimination in either services or membership; any racial imbalsnee resulted from the wholly voluctary and unfettered choice of private individuals. Bozemore, supra, at 407. In this context, we held inspplicable the Green Court's judgment that a voluntary choice program was insufficient to dismantle a de jure dual system in public primary and secondary schools, but only after satisfying ourselves that the state had not fostered segregation by ploying a part in the decision of which club an isdividual chose to join.

ry into whether Misaissippi has left in place certain aspects of its prior dual system that perpetuate the racially segregated highereducation system. If the state perpetuates policies and proctices traceoble to its prior aystem that continue to have segregative effects-whether by influencing student enrollment decisions or by fostering segregation in other facets of the university system-and such policies ore without sound educational justification ond can be practicably eliminated, the state has nut antisfied its burden of proving that it has dismantled its prior system. Such policies run afoul of the Equal Protection Clause, even though the state hos abolished the legal requirement that whites ond blacks be educated

Becsuse the standard applied by the District Court did not make these inquirieo, we hold that the Court of Appeals erred in affirming the District Court's ruling that the state had brought itself into compliance with the Equal Protection Clause in the operation of its higher-education system.

separotely and has established racioily

neutral policies not animated by a discrimi-

Had the Court of Appeals applied the correct legal standard, it would have been apparent from the undiaturbed factual findings of the District Court that there are several surviving aspects of Mississippi's prior dual system which are constitutionally auspect; for even though such policies may be race-neutral on their face, they subatontislly restrict a person's choice of which institution to enter and they contrib-ute to the racial identifiability of the eight public universities. Mississippi must justify these policies or eliminate them.

It is important to state at the outset that we make no effort to identify an exclusive list of unconstitutional remnants of Mississippi's prior de jure system. In highlighting, as we do below, certain remnants of the prior system that are readily apparent from the findings of fact made by the Diatrict Court and affirmed by the Court of Appeals, we by no means suggest that the Court of Appeals need not examine, in light of the proper standard, each of the other policies now governing the state's university system that have been challenged or that sre challonged on remand in light of the standard that we articulate today. With this cavest in mind, we address four policies of the present system: admission standards, program duplication, institutional mission assignments, and continued operation of all eight public universi-

We deal first with the current admissions policies of Mississippl's public universi-ties. As the District Court found, the three flagship historically white universities in the system-University of Mississippi, Misalssippi State University, and University of Southorn Mississippi-enacted policles in 1963 requiring all entrants to achieve a minimum composite score of 15 on the American College Testing Program (Acr), 674 F. Supp., at 1531. The court described the "discriminstory taint" of this policy, id., at 1557, an obvious referonce to the fact that, at the time, the average ACT score for white students was 18 and the average score for blacks was 7. 893. F. 2d, at 735. The District Court cooclud-

ed, und the en banc Court of Age ngreed, that present admissions state derived from policies enacted in the Ba to redress the problem of student up puredness, 914 F. 2d, at 679; 674 F. Ser at 1531. Obviously, this mid-passage fication for perpetuating a policy exoriginally to discriminate against blacks dents dues not make the present atsiono atandardo any less consist suspect.

The present admission atandards: unly traceoble to the de jure syste were originally adopted for a discritory purpose, but they also have pr discriminatory effects. Every Missi resident under 21 seeking admission university system must take the ACT. A applicant who scores at least 15 qual-for automatic admission to any of the historically white institutions except sissippi University for Women, which quires a score of 18 for automatic sion unless the student has a 10 mg school grade average. Those scoring in thon 15 but of lenst 13 outomatically to enter Jackson State University, & Stute University, and Mississippi W Stute University.

Without doubt, these requirements strict the ronge of choices of entering dents os to which institution they may tend in a way that perpetuates segre-Those scoring 13 or 14, with some tions, are excluded from the five his ly white universities and if they was higher education must go to one of the torically block institutions or attendition cullege with the hupe of transferring to historically white institution. Proport End Paper: A view of famine itely more blacks than whites fee in Africa B36 choice: in 1985, 72 per cent of Mississipi white high-school seniors achieved at composite score of 15 or better, while than 30 per cent of black high-school niurs enrued that score. App. 1524-152 is not surprising then that Mississipper universities remain predominantly idea able by nice.

The segregative effect of this sutor entrance slondard is especially staking light of the differences in minimum sal matic entrance scores among the rejo universities in Mississippi's system I minimum score for automatic admission Mississippi University for Women (Kill is 18; It is 13 for the historically black versitieo. Yet MUW is assigned the saw institutional mission as two other rep universities, Alcorn State and Mississin Valley—that of providing quality units graduate education. The effects of the pa cy fall disproportionately on black # donts who might wish to attend MUW; though the disparate impact is not as # the same is true of the minimum sta ACT score of 15 at Delta State University the other "regional" university-es o pared to the historically black "regions universities where a score of 13 suffices automstic admission. The courts be mode little if any effort to justify in solk tionol terms those particular disparities entrance requirements or to inquire wh er it was practicable to elimisste them-

We also find inadequately justified the courts below or by the record before the differential admissions requirem between universities with dissimilar p grammatie missiono. We do not supp that absent a discriminatory purpose d ferent programmatic missions acc different admission standard would be constitutionally suspect slope because one or more schools are racially



Mélange

Letters

debated, the central role of television in cummunicating the events is often forgutten. Su are the implications of the to the Editor news media's coverage for the university faculties and pru-Bulletin Board

By Everette E. Dennis A S THE CAUSES and impact of the recent riots in Los Angeles (and reverberations elsewhere) are

grums that study television and train media professionals.

The news media's dominant role in linking the public to the Los Angeles nuts and their aftermath reminds us that media industries furm a social institution commo ly believed to have considerable power. Just as literature professurs want their students to pay attention to a story's substantive meaning as well as to its style, so too should we attend to what television and other media can do tu and for the viewer.

Because television does a great deal more than capturo images and convey them to viewers, informed people need to know, for example, whether it can foster violence. And because TV provides the only images we have of some events, places, and people, it is essential to know what, in fact, we are seeing-for example,

Mounting a Campaign Against Media Illiteracy

Most people think they know a great deal about television, but few really do

> whether the broadcast contains a verbatim visual account of an event or a truncated

From the beginning, television was inte gral to the Rodney G. King case. A piece of amateur video footage of his beoting made news within hours of his arrest. The repeated broadcasting of that footage helped ompt an investigation that led to the trial of the four white Los Angeles policemen. For the public-American and global-initial swareness and subsequent opinions about the srrest, trial, verdicts, and riota were strongly influenced by dramstic visual images. Scholars and critics now must assess the rolo of television in transmitting those images: Did they help trigger vio

OPINION

THE CHRONICLE OF HIGHER EDUCATION

Section 2



lence: primote empathy for members of minority groups. the police, or the jury; foster understanding of urban prob-

During the Los Angeles disturbances, it would have been helpful for viewers to know how the videotane was edited-what got on television. what didn't, and why. How

well did the broadcast coverage cupture what went on during the policemen's trial? Similar considerations can also be applied to the current Presidential campaign. where most of the information the public gets comes directly from television.

THAT ALL EDUCATED PROPLE need to know much more about televisinn ought to be evident from the complexity of the public drama in Los Angeles. It ought to be equally evident that while virtually everyone thinks they know a great deal shout television, few really do. and fewer still leave the university with any systematic appreciation of this vital and compelling medium.

Journalism and communication ochools ought to display a special sense of urgency Continued on Following Page

## Journalism Should Mount a Campaign Against Media Illiteracy

Continued From Preceding Page in the wake of the riots because, ance again, the need is clear for especially knowledgeable reporters, editors, and producers who understand the subjects they are covering and the consequences of the

Studies of media credibility indicate that most people have considerable daubts about the performance of the media and the reliability of the information they pro-

actions they observe.

This situation puts apecial demands on journalism and communication schools to provide their charges with the best and most rigorous training possible oad to teach students to do a better jab of clucing the public in on their methods and onerstions. The adequacy of the education that students are receiving should be a matter

N RECENT CONVERSATIONS with deans of journnliam and communication a schools, however, I sense no great enthusiasm for a serious review of the curriculum or of the generol performance of jaurnaliam education, regardless of any lessona that might be learned from the events in Los Angeles, I would aroue that even in a period of budget exigency, the role that television and broadcasters ployed this spring ought to be analyzed.

After the riots in Watts, Detroit, Newark, ond elsewhere in the mid-1960's, the constructive report of the National Advisory Commission on Civil Disorders (the Kerner Commission) had a good deal to any about what it characterized as a "nation . . . rapidly moving loward two separate societies." one white and affluent, the other black and poor. President Johnson himself, in his charge to the commission, asked specifically, "What effect do the mass media have on the riots?"

While giving press perfarmance a mixed review, the commission's report scored the media for paying ton little attention to urbsa unrest, black communities, and race relations. The report prompted further studies and action plans that urged better and more comprehensive coverage af black and other minority communities and a more inclusive journalistic work force. which then had very few minarity employees. Those two mandates were subse

"Some scholars assume

that people already

know and understand

television because they

watch it all the time.

jobs, and crime in their syllnhi and textbaoks; and set up discrete courses on minority issues and the black press. Grants from such foundations us I'nril. Russell Sage, Gannett, and others helped support such projects.

erage of the cities; included material about

minority concerns such as civil rights,

Recruitment of minority students and faculty members continues, but, ofter 2tt years of work, the proportion of minority faculty members in journalism and communication schools is estimated at 2 pcr ceat, and the proportion of minority students is 5 per cent. Many of the special

quently integrated into the rhetoric of journalism education. People of good will in the universities gad in the media vowed to

The newspaper industry promised to hire more mambers of minority groups and to develop special internship and training programs for them. They also said that they would do a better job of covering black, Latino, and other minority populations. At the same time, journalism schools picdged to recruit more minority students and to hire more minority faculty members. They act up special urban-lournalian programs aimed largely at improving cov-

curricular efforts of the 1960's and 1970's had largely disappeared by the mid-1980's, due in part to luck uf funds and in part to the fact that the issues surrounding uchan uarest and minorities seemed less fushion-

N PACT, efforts to improve coverage of minority communities and urban or the lems, as well as attempts to recenit members of minurity grumps, are far stronger in the market-driven media industries such as newspurers and brandousting than they are in higher education. That raises questions about intraulism education's

OPINION multicultural, multiracial today

To be sure, some strong elling Iniversity Presses and the Publishing of 'Gay Ideas nority faculty members toward positions in the Association for h and Mass Communication Blue

well as in some foundation sain, although delighted to see the againstrations, but these offine begames "Hat Type," The huttressing, the begames "Hat Type," The huttressing for a great gamelobile, I use diamyed by the presence in communication skeley one-side coverage of the story news recomes, journalism facility menssing Reherd D. Mour's conservations, journalism facility menssing Reherd D. Mour's constant of the contraction literacy that has long been toleracing

university. As indicated in stress for the record, the University of "Media in College Texts," publishments Press was fully prepared
the Freedom Forum Media Strings offer Mr. Mohr a contract for the the Freedom Forum Media Sude of the IA. More a contract to the ut Columbia University, notion port configuration his williagness tively little information about angle work with aux editor in revising and communications in that in the same straight in candination with texts in history, sociology, at any 10 pages of single-spaced readexis in history, sociology, at any 10 pages of single-spaced readexis. science. That situation does not report. We use the report of the report

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din intelligently.

Ironically, some faculy was published by de manuscript was Ironically, some faculy was published by Mr. Mahr chase not to based on scholarly evidence in what Table Mr. Mahr chase not to based on scholarly evidence in what fact which are quite holds are quite happy to agree a standard to televisian. Some a standard to televisian. Some a standard to televisian some a some standard to televisian some some like the standard to televisian because by some like the time, an assumption fat was the lack that famous (Rutgert Universacriet) shows to be inscernal, subly frequently lack-branking set ly, communications scholar and the Tables and Gay Studies' in the general curriculus. Some in the general curriculum. So to to the particular responsibility and the particular responsibility agenerally, as well as in police to the particular responsibility agenerally, as well as in police to the right, what is good, and what there has no the particular is chillenging, rather than what is

ACULTY MEMBERS to the first that these presses have take coluention courses in the first that these presses have taken with their end science, and society the programs. Moreover, the pic, ought to consider integrate compellity bidding that surknowledge (and literature) as maded Mr. Mobr's contract negotiknowledge (and literature) the motor Mr. Mohr's contract negoti-ural communications inlo the present and his decision to sign with One way that this could be done to the first the offered him the most One way that this could be soon to be the fewest revisions anging attudents read journalists that he understands all too well papular portugals of the remaining a power of writing "what is popular." ments covered in such count teacher then would augment

individuals at several of tive criticism. Another special tweet a smed in the story have to include formal study of the mediating active in working media in courses on tapks see 

children. At the same time, schools must deal with the hos ment pressures have reduced of places for non-majors in ju communications courses. La courses, often called somethin dia and Society" ar "latt Mass Communication," sad !! more non-majors than they do the courses are required for in joring in communications, job media studies, so fewer place

able for "shoppers" from alle This is regrettable because it dents access to those faculty at are most knowledgeable shed communication. The value of s lies both in their content and college students to the fact the leave college, the media will be major sources of information information should be \$55 both for what it says sod for b derived could be a major lesses dents.

Everette E. Dennis is extent the Freedom Forum Medic Sta at Columbia University.

American University Presses, and the motivating force behind creation feminist buvers, but might attend of a committee on First Amendment rights within the associaties (I halieve that Mr. Burtlett has also agreed to ussist Bencon in tacating a printer for the bank).

The Chronicle's intempts to sensutionalize this issue do un injustice to that continue to publish backs that ruise controvarsial issues during times of increasing conservatism and dectining flauncial support.

LISA FREEMAN University of Minnesona Press

То тне Есітов:

This is in regard to the short piece . dealing with the difficulty Professor Richard D. Mohr had is find-ing a publisher for his manuscript Gny Idens: Outing and Other Cor troversies. The article states that the manuscript was declined by nine spite receiving "ruve reviews" hy outside referees.

Instead of just taking Professor Mahr's comments at face value, the writer should have at least made an nitempt to get a response from one of the nine publishers, even though the one press contacted declined to conment. I can't spenk for the ather publishera, but the three critiques we recelved I would nut put in the cutego of hrevity I will unute briefly only from commants regarding the chu ter that contained some graphics that this press and apparently uthers refused to publish.

One reviewer commented as follows: "Personally, I think his Illustrations underailed the points he is trying to make, slace his males are all am participants and lack the loving, bonding, supportive role which he feels is necessary for a democratic society. I also think his views of aus-Culinity are distarted and in many woys extremely distusteful to me us n 'fhe render ulso comments that "the chupter is very disnrgaaized.

Another critic wrote: "I think the

ninist buyers, but might attract lots of other custome shame really. All the other chapters would be relevant to and of interest to icsbinas und athers, it's almost like he's determined to be outrageous and abrasive!" 'fhe impression most Chronicle

renders came away with, I suspect, is that a number of supposedly reputable publishers, mast of them university presses, declined to publish a significant scholarly work because the manuscript included photagraphs by Robert Mapplethorpe. That is a same that readers of The Chronicle quickly recognize-and you printed it in boldface. Actually, Mapplethorpe's phatographs were not a matter of oacem here. However, we did refuse to publish three or four drawings that mast people, I think, would consider truly offessive-end for which there was aat, in our view, sufficient justification for jaclusion.

We would have been willing to publish the drawings If we had felt that we could make a strong case for the fact that they were a necessary component of n serious and importast schularly book. As the commeats quated above suggest, thi would not have been an easy task. It was made mare difficult by the authan's decision to seurn tradition academic discourse and embroce the commas vernocular of the streets.

RICHARD L. WENTWORTS University of Illinois Press Champalan, Ill.

Diaspora's Indies fuel rarism aud notivnalism To THE Entrop:

So-called discours studies are evi dently furnishing much grist for neu-dentic mills ("Warldwide 'Diaspum' of Peoples Pases New Challenges for Schulars," June 3). Unfortunately the enticept easily leads those who necept and emplay it late charvia Ism, ruelsm, and the fetishizatian af victimhood. What a trivial and paltry scholarly langiantion it is that focus es on some habit of eating, dressin dancing, ar singing as affording an opportunity for mare profound social identification than the experiences and attributes derived from living and working is one's people's new

land for four to a dozen generations. The phrase used by the specialis you interviewed, Arjus Appadural showed the laherest backwardness and danger af accepting the meta-phor "diaspora" as the best way to describe immigrants' experiences. "More people are is some sease thay do not belong than ever before," quoth Appaduroi. Who belongs where? And who determines who belongs where? Do tha Jews, fricana, Armeaiaas, atc. act "be long" in the United States? Many a bigot or right-wing nationalist would say so. Or is it the descendants of Europeans who do not "belong" in the United States? Again, there are many in North, Central, and Son America who wauld say so. Once someone buys the idea that any na-tionality belongs somewhere more than another, codless hatred, squabbling, and violeoce will be the preailing mode of interaction until those who do not belong are oo long-

Studies of immigration and migration to the United States ought to fo-

eus on the nation that everyone in this country belongs here equally. Such studies should also help extend this principle worldwide: All peoples belang where they find themselves. democratic freedoms and privileges wherever their migrations may have

But diaspora studies push students and the public to see things in o diffareat light. Rather than viewing the populace and culture of America as from its begin aing being a compos-Americans, and others, the disenors concept rests implicitly on the notion of a nurs culture tainted by infinings of people who must be "masaged because they do not "belong here."

The notion that some peoples reside in their own proper land while others do not, however gussied up it. may be by self-styled, progressive and faddish multiculturally correct scholars, is acvertheless o reactionary academic instrument. It is marely the other side of the coin of the Great Western For-Whites-Only Cason. because both views are intrinsically seneratist oad exclusionist.

News and Information Services
University of Michigan
Ann Arbor, Mich.

Association supports accrediting agency TO THE EQUITOR:

The Mny 6 Issue of The Chronicle contained on article entitled Teacher-Education Programs Debute the Need far Accrediting Accncy'x Stamp of Approval," in which several recent avents were characterized as challenges to the Nutlonal Council for Accreditation of Teacher Education. The American Associa tion of Colleges for Teacher Educa-NCATH, representing the teacher-edin the accreditation-review process, t reporting of AACTR's position con-

cerning NCATE. Your unticle states that "Tho American Association of Colleges for Teacher Relucation . . . decided study of the council." This statement Is incorrect, both regarding the facts NCATE. In February 1992, AACTE'S membership approved a resolution committing the association to a year af atudy concerning the issue of a "comman national system of teacher education accreditation." The common national system coacept is a tople under discussion by NCATE, ond AACTE's atudy is Intended to contribute to decisiana mado about this issue. This association actively supports NCATE and the cohancement of NCATE's potential for improving

teacher education DAVID G. IMto
Executive Director
and Chief Executive Officer
American Association of Colleges
for Teacher Education

Students study impact of Vietnam war

1 enjoyed reading your May 27 In Brief piece ("Bridge at Colorado State marks Vietnam era"). It is important to note the efforts of atudenta at another university who have also

explored the Issues of Vietnam. In May 1988, studeous of the gener-

al honors program of the University support of the administration on d the Vietnam memorial. The ideo for this contribution to the campus eame from members of Professor Phil Straw's course, "Vietnam: Ameri-ea's Longest War." The students of tected a togation, designed the memorial, raised funds, and defficated the site. The memorial is situated on the south side of the university's chapel and embodies a bench, a white-oak tree, and a atone with a plaque reading, "This site is dedicated to those people whose lives were touched by the fire of the Vietnam

This memorial is unique—it was conceived, designed, and dedicated by members of a generation who grew up after Vietnam. At a time when America is re-examining the Vietaam era, this memorial standage standing of the profound effect the Vietnam war had, and is still hoving, on the citizens of our country.

STUAOT RITTER Graduate Student in Political Science

One college's recipe for lean management

TO THE EOITOR: Your feature on conservative management ("In Tough Times, Some Collegea Find Conservative Management Pava Off," Juna 3) recalts of comment of the late Ben Fisher, long-time executive of the Education Commission of the Southern Baptist Convention Fisher remarked or many occasions that private, independent colleges would handle touch times ensier than their more affluant sister lastitutions, because they wore uxtomed to leanness.

Baylor University for the past quarter century has developed a munngement style that focuses us leasnass, and nt the same time encourages growth. Some of the sallent enreful watch ovar faculty/staff ratio; commitment to undergraduate tenching; creation of graduate programs with real money; and focus on endowment us a basa of financial stahilley. Other features include: no deferred mnlateaance; n balanced budget anaually, with in-the-black oper-ation; minimal long-term debt; tutios equaling two-thirds of the average tuition for private lastitutions nationally; and no new construction without funds in hand...

Conservative management and carefully living within lacome that representa "hard money" does help whea the hard times come. But, you have to start before hard times hit.

The larga volume of latters to the editor of The Chronicle prompts this auggestion: Limit the length, where pos-aible, to 500 words. In the competition for apace, ahort letters must sometimes be given preference. Letters nay be condensed.

Send them to: Letters to the Editor, The Chronicic of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number,



### MÉLANGE

## Women's Health; Apes and Humans; Culture and the Marketplace

THE HEALTH-CARE SYSTEM In America is failing. It is no longer able to meet the basic health seeds of all Amerlenns, and it is most especially unable to meet the needs of women. . . . There are many componenta to our system, but over time the medical profession has become the controlling force. Within that profession insensitivity, greed, and the arrogance of power have becomo all too commanulace. It is my opinion that the attitudes and behaviors of doctors are at the root of the problems that plague the health-care sys-

Only yeary recently has those been a growing public awareness of how bodly women are treoted by their doctors and by the American health-care organization. Evidence brought to light reveals that medical research has bean ao alnated toward men that women are grossly misdlagnoaed and inadequately or inappropriately trented for such disorders as heart disease, strokes, hypertenalon,

lung cancer, and depression. . . . Even though all consumers of medical cars are adversely affected by what the health-care ayatem as o whole has become, it is clear that women suffer most severely because they are at the hands of a apecialty (gynecology) that la dominated by males, acting and thinking like mates, and an entire system of medical research and treatment that has been ahaped by malea. A majority of women use a gynecologiat as their

source of primary medical care. Roughly 80 percent of these gyneeologists are males. The consequences of this gender Imbalance on women's health and wellbeing is still one of the least identified and discussed areas of needed healthcare reform, though it is unquestionably the area of moal frequent and severe phuse. -John M. Smith, M.D.

obstetrician-gynecologist, in Women and Doctors, published by the Atlantic Monthly Press

THE NAXT TIME you visit a zoo, make a point of walking past the ape cages. Imagine that the apes had lost most af their hair, and imagine a eage nearby holding some unfortunate people who bad ao clothes and couldn't apeak but were otherwise normal. Now try guessing how similar those apes are to us la their genes. For instance, would you guess that a chimpanzee shares 10 percent, 50 percent, or 99 percent of ita

genetic program with humans? Then ask yourself why those apes are on exhibit in cages, and why other apes are being used for medical experiments. while it's not permissible to do cither of those things to humans? Suppose it turned out that chimp genes were 99.9 percent identical to our genes, and that the Important differences between humans and chimps were duc to just a few genes. Would you still think it'a okay to put chimps in cages and to experiment

on them? Consider those infinitionate mentally defective people with have much less capacity to sulve problems, to enre for themselves, to communicale, to engage in social relatingships, and to feel puln than do apes. What is the logic that forbids medical experiments on those people, but not on upes?

-Jured Diamond, pruferror of physiology at the University of Colifornio at Las Anveles Medical School, In The Third Chimpanzee: The Evolution and Future of the Human Animal, published by HurperCollins

We need to start challenging our sacred cow-the market aystem-right now.

Necessities are being distributed to oaly those who can afford, not to those who are in need, and that goes for food, clothing, shelter, as well as literature and art. We need to make sure that authentic cultural voices are heard. We need more books with cultural depth and history, and for those books to get Into the hands of those who will benefit the most from them. And bookstores can be the best place for these voices and ideas to be expressed.

-Luis Rodriguez, poct and publisher of the Tla Chucha Press and furmer gang member from East Los Angeles, in the June 15 Issue of Publishers Weekly





ENTERTAIN . I STIMULATE , BROAD SPECTRUM OF OPINION. LISTEN, I EVEN COOK . SO WILL NINE ? " Awnie's TV SAID ONE EVENING CATCHING HER OFF GUARD.

# **Bulletin Board**

# Positions wanted Public notices Rentals Services Wanted

17, 23, 25, 28

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Copy and artwork must be received by the dates below. No cancellations or changes can be accepted after the closing hour (Eastern time). No space reservations accepted.

seue	Date	Ctosing	Date

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September 2 September 9

Friday, August 21, 5:00 p.m. Monday, August 31, 2:00 p.m.

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## POSITIONS AVAILABLE

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The Gradust School of Business Administrations of the University of New England-Armidale NSW, Australia to appoint on Anoscole Professor is stabling to appoint on Anoscole Professor in activities, The additional will have strengths in market singly and morket reacher. He'ske will provide interestable in marketing within the MBA brogats and morket reacher. He'ske will brogats and morket reacher. He will have a stable of the provide and morket reacher. He was a stable of the provide and morketing within the MBA brogats and morketing within the MBA brogats and an additional to the provide and the provi

apposibilities will include oupervising research addities of postpoduse students.

Conflictes for this senior post will be expected to bee extentee seperience in teaching and research it is subsettly level. It would be desirable if the inhiridual has bockground and experience in mining in the private sector as well. In oddition, orditate will be expected to howe o PhD in a ralewont

Further enquiries regarding this position may be made in the Director of the Graduate School of Business

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Applications to be addressed to the Director, Personnel Service, University of New Englond-Armidale, New Australia 25, Maustralia 251, to be plone 6 16 73 2678, should helde the names, oddresses and telephone/schille rumbers of three referees and should stote the position number.

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### THE UNIVERSITY OF **PAPUA NEW GUINEA**

PROFESSOR OF HISTORY - W08001/92

The University is seeding a suitably qualified Professor of History to head the Department of History, to offer leadership within the University community, to undertake research and publication and to teach in one or more areas offered and publication and to teach in one or more areas offered by the Department. The History Department offers undergraduate degrees and currently has eight staff and is expanding in a joint agreement with the PNGCG in the area of religious studies. The Department offers a core found ation subject, a number of major subject sequences and single degree subjects. Areas of traditional excellence are Pacific and Papus New Guinea History, European, Asianand North American History. It is expected that the position will be filled by as cholars with an exhibited reputation in one of these areas. Willingness to assume headship of the Department will be favourably regarded, The appointee is expected to take up the position by 17/193.

### PROFESSOR OF LANGUAGE/LITERATURE

Applicants should hold a PhD in applied or pure linguistics/ literature, with outstanding research and teaching experience. The department consists of four sections - English, Linguis-jics, Journalism, and Literature. Experience in developing countries, preferably in the Pacific, and an interdisciplina outlook will be an advantage.

The Professor is required to provide academic leadership and encourage the recruitment and development of citizen

## SENIOR LECTURER/ASSOCIATE PROFESSOR IN PUBLIC ADMINISTRATION - W141002/92

pplications are invited from established senor academics Public Administration for a three year contract (or for a horter mutually agreed period) to teach Public Policy and

The successful candidate will be expected to provide overall academic leadership in the Department and to encourage the recruitment and development of citizen academic staff.

### THE CHAIR OF COMMERCE - W161001/92

The Profossor is expected to provide leadership in teaching and research and to ensure that the Department's localisation programme is effectively implemented. Distinguished academics and professionals are invited to apply. All areas of specialisation in Accounting will be considered.

## SENIOR TUTOR/LECTURER/SENIOR LECTURER IN ESL/APPLIED LINGUISTICS - W091007/92

The successful candidate is expected to teach language skills courses (including E.S.P. courses), Modern Engli syntax, semantics and sound systems, language testing, ESL course design and materials production etc.

To be appointed at Lecturer level, the candidate must have an MA, for Senior Lecturer, a PhD in ESL or Applied Linguistics, and at least 3 years teaching experience in a developing country; while a 8A Honours degree in ESL or Applied Applications closs Linguistics is essential for appointment at a senior tutor level. T, I amo Registrar

### LECTURER/SENIOR LECTURER IN PHYSICS

Applicants should have postgraduate qualification(s) in modern electronics instrumentation and proven experience in the development of microprocessor based electronics instrumentation. Hands-on experience in computer hardware and software, especially as these relate to IBM PC's, will be considered an advantage. The successful applicant will be responsible for the development of an electronics instrumentation teaching programme in the department up to the postgraduate level. The ability to help teach other undergraduate physics courses will also be con

### LECTURER/SENIOR LECTURER IN POLITICAL ADMINISTRATIVE STUDIES - W141004/92

Applications are invited from suitably trained persons, with at least a Master's degree, to teach Public Administration courses. Please state your areas of expertise when applying.

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Applicants should be medically qualified with appropriate postgraduate qualifications in Pathology registrable with the PNG Medical Board. Previous good teaching and work experience in a developing country, preferably in the field of Haematology, would be an advantage.

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Applications will be treated as strictly confidential and should include a full curriculum vitae, a recent small photograph, the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are advised to contact their referees to send confidential names. to send confidential reports directly to the University without waiting to be contacted. Applications should be forwarded to the Deputy Registrar (Staffing), PO Box 320, University Post Office, Papua New Guinea.

Applications close on the 31st July, 1992

### XAVIER UNIVERSITY OF LOUISIANA COLLEGE OF PHARMACY

Applications set unived for an immediate popular for a find-time resur-tivistic popular and a feature product in thomselvis. A popular international production of the product in the production of the international production of the production of the production of the courses to gardener and undergandate pharmacy transient. Euror of upolar courses to gardener and undergandate pharmacy transient. Euror of upolar courses to gardener and undergandate pharmacy transient. Euror of upolar courses to gardener and undergandate pharmacy and under the production of the pharmacy of the pharmacy

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have

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Agronomy/Researces Afebraro name of Carolin (Agricultus), Agricultus, Agricult

Officer of the University.

### LECTURESHIP IN OPERATIONS RESEARCH, AND LECTURESHIP/SENIOR LECTURESHIP IN STATISTICS Department of Statistics

Department of Statistics has two newly received positions in Operations Research and Statistics. Applicants should have a modern teaching, research or consulting experience in one of these areas. The Department of statistics applicated in seeling candidates with expertise in one or more of the special solutions of the properties of the seed of the seed

ectivities, and the position in Statistics may be offered at Senior Lecture revel to a suitably qualified and experienced epidemic superior of the properties of the control of the contr

10th the Freed of Department, Professor Jettrey J Hunter, tacsimile numb 390-5611, Email: J. Hunter (Jmassey.ac.m2) Reference number CHE 51/92 must be quoted. (Operations Research) Challen date: 45 Contact 400.2 Closing date: 15 September 1992.

### LECTURESHIP/SENIOR LECTURESHIP Department of Finance

Applications are invited from suitably qualified persons for the position of Lecturer/

Applications are invited from suitably qualified persons for the position of Lecturer/
Applications are invited from suitably qualified persons for the position of Lecturer in the ebove Department.

Applicants for the Senior Lecturer position must have a minimum of an appropriate Master's degree, relevant teaching experience and some evidence of research potential. Decreasing unforced in the Lecturer position should be approprietely qualified in the active of the above areas.

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Mrs J Parry.
Appointments will be made at the level appropriate for the successful applicant's qualifications and experience.
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Further details of the above positions together with Conditions of Appointment are obtainable from Mrs V B Brethsrton, Personnal Section to whom applications, including e full curriculum vibae end the nemas, addresses and fax numbers of three referees chould be sent before the closing date operified.

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THE UNIVERSITY OF ADELAIDE

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suggestions, enquiries and applications will be treated in confidence and should be sent as soon as possible to The Chancellor, The University of Adelaide, GPO Box 498, Adelaide, South Australia, 5001, fax. (61 8) 232 3687. Further information about the position and the University is available from the Registrar of the University, Frank O'Neill, telephone (61 8) 228 5206. Closing date for applications is 30 September 1992.

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Propositions and socio-economic studies.

The Create is supported by under from the Egyptian government, several heatester, and internetional agencies. The annual budget fluctuates from yet to see depending on funding, but normelly it is approximately 128,000 per yes. The premisers stall of the Center consists of the discrete two objects senior members; the majority of the stall eve on project.

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Assistant will be accepted until the position is filled, but preference sile given to those received prior to September 1, 1992. Applications and contains should be addressed to:

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A master's degree in Psychietric
nursing and it. license required.
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and/or doctorel étudy praferrad. Po-sition svelleble August, 1992.

sition aveileble August, 1992.
We provide en excellent salary with benetits. Plasse sand C.V. and name/addresses of three referances to Cr. Terri Busch, Dean of Academio Atlaira, Bettt Anthony College of Nursing, 5856 E. Biete, Rocklord, It. 81108-2468, 315-395.

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School of Humanities and Social Sciences. The School of Humanities and Social Sciences is fast-growing, dynamic school with responsibilities for providing an education for over 900 EPTSUs at undergraduate and postgraduate levels. This School offers a socialisally oriented, multi-disciplinary BA degree on the main Rockhampton campus and also operates on regional campuses in Mackay, Cladatone and Bundaberg and in deteance advantion mode. The University of Central Quesseland is one of Australia's algist designated Distance Education Centres. This School also offers a BA honours, MA and PhD in selected fields and will offer an MILI in cultural studies and in history in the distance education mode. The Unit in cultural studies and in history in the distance education and Media multer, the Department of Communication and Media multer, the Department of Humanities and the Department of Social Sciences and Media multer, the Department of Humanities and the Department of Social Sciences.

The School is a partner in the Emerging Research Centre of Economic, Cultural and Community Development. Appointees may contribute to the work of this Centre and should have experience

The Department of Communication and Media Studies provides majors in communication and journalism within this School's BA degree, and plays a major rols in this BA Honours program in cultural studies. A Mester of Latters in Cultural Studies, due to commance in the distance education modals 1993, is under preparation. Master's and PhD supervision in communication and cultural studies is also undertaken.

The appointer will be a recognised leader in the fields of media studies and cultural studies. She or he will have a distinguished record of research and publications either in the social, politics and cultural contexts of communication or in cultural studies. Demonstrable research experience and cultural contexts of communication or in cultural studies. Demonstrable research experies in several of the following areas will be expected: Australian cultural studies, contempora cultural theory, cultural policy, athnographic audience research, film and television, generatudes, messendia and journalism and semiotics.

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Salary Lavel R A\$77.900

Position enquiries: Further enquiries concerning the duties of the position may be directed to the Dean of School, Professor David Myers, telephone 61 79 30 9534.

Selection criteria and duly statement are available from the Personnel section, telephone 61 79 30

The University of Central Queensland reserves the right not to appoint or to appoint by invitation Transfer and settling in expenses are a vallable where applicable.

Applicants are requested to forward, in duplicate, applications, including full curriculum vitee, certification of stated qualifications and the numes, addresses and telephons/inculmile numbers of three referees, to reach that Personnal Officer (Appointments), University of Central Queensland, Rockhampton, Queensland 4702 so later than 14 August 1992.

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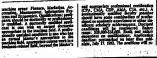
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Nisth American Inquities may reach Ighn Lee Jellicone, Dean, School of
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Department of Social Work

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Wright State University

Dayton, OH 45435

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Applications will be reviewed July 24, 1992. Send a letter of application, résansé, transcripta, and three lattets of reference

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Applications and nominations should be mailed to: Dr. Shaik Jeelard, Acting Dean School of Engineering and Architectum Tuskegee University Tuskegee, Alabama 36088 (205) 727-8970

OEADLINE: July 20, 1992.



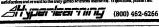
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REGIONAL STUDIES FACULTY

The Department of Comparative and Regional Studies has applications and nominations for tensus-track teachy policy in social history/historical social-to-policy corporary regions analysis, global and comparative political expository, by and regional integration (with emphasis on Europe 100, by and regional integration (with emphasis on Europe 100, by and regional integration with a strong the social science research methods, and exposite in integration (with interestinal residies). As all, as and appears in improving control Europe, the Michiel East, or Africa.

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It is anticipated that these faculty positions will be at the level assistant and associate professor. Responsibilities industriated that the second section of the second section and second sections and participation to Departmental, School and University governance.

Qualifications: Ph.D. or equivalent degree required; record

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**DEPARTMENT OF** 

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Submit by July 31, 1992 a latter of application, curriculum vitan, and the names of three references to. Chetrmin
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Atlants, GA 30314

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Full-time non-terrure track position, beginning August 17, 1992. Responsibil-tities include teaching undergradusin reading courses and esisting with above-proposition, and publications include master of egges in Reading and teach-pers of the Computer of the Computer

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Ot. Elleen Dvorak, Dean Marcelle Meholf School of Nursing Loyola University Chicago 6525 North Sheridan Road

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College of Business Administration Finance and General Business

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Scroening of applicants will begin on July 1 and continue and the position is
Biled. Send letter of opplication, complete returns, official treascripts and three
letters of accommendation to C., George Bushes, Acting Heed, Department of Finacce and Genesal Bartiness, Southwork Missouri State University, Springfield, Missouri 68840-4904; phora 417-293-5694.

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technology, and social science research memory, Send letter of application, curticulum vites, representative publication, evidence of teaching solity and names of three references its. IFPF Peculity Search Committee, School of International Service, The American University, 4405 Messachusetts Ave, N.W., Washington, D.C. 20018–8071.

Consideration of nominations and applicants will begin September 15,1992, and continue unit the positions are filled. An EEO/AA university, Minorities and women are encouraged to apply.

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### COLLEGE OF **BUSINESS ADMINISTRATION** GEORGIA STATE UNIVERSITY

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The person named shall be responsible for initiating and maintaining a lightly wishla program of activities through the Lubershy and with importance protestional aspostation activities through the Lubershy through the latest and activities should have an international focus. The hidder of the Child and the Child

The holder of the C.V. Sterr Chair of International Insurance shall be engaged in visible seaching, research and public service activities, as may be consistent to the propose of the Chair and his or har own academic interest. This search has prome to all qualified persons inclusive of current members of the faculty of the propose of the Chair and his order and members of the Steet University Reparament of Risk Management and Insurance at Georgia State University Reparament of Risk Management and Insurance at Georgia

Pleasa direct résumés to Professor Stephan G. Kellston, Department of Rhk Management and Insuranca, College of Business Administration, Ceosga State University, P. O. 80x 4436, Albanta, CA 10302-4036. Preference will be given to applications recalved before August 1, 1992.

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SHAW UNIVERSITY

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Send curriculum vitae and three letters of reference to: Dr. McLouis Clayton Vice President for Academic Affairs Shaw University 118 East South Street Raleigh, North Carolina 27611-9298



## INTERNATIONAL AFFAIRS FACULTY

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tion in octroid and university governance. Qualificatione: Ph.D. or equivalent degree in a related decid required; record of teaching and research excellence; denote strated ability in quantitative methods and research design; expertise in a variety of methods; and research relevant to international or comparative studies.

expertise in a variety of methods; and research relevant to infernational or comprarish existing. Send letter of application, curriculum vitae, representative publication, witelens of leaching the representative publication, which can of leaching the representative publication, which

The School is committed to faculty diversity and encourage women and minorities to apply. Consideration of nominitions and applications will begin September 15, 1992, and continue until positions are filled.

An EEO/AA university.

### **MOUNT IDA COLLEGE** School of Liberal Arts

### Faculty Opening In Journalism/Writing (Communications Program)

Mount idn Collegn in suburban Boston seeks n full-time faculty member in lournalism/writing for n new B.S. Program in Communications beginning full 1992. PhD, college leaching experience, professional experience in print or niectronic newstrooms and familiarity with dasktop publishing at required.

Possible courses include: Newswitting and Reporting: Literary journalisms Advanced Editing and Stylistics; Writing for the Media; Communications Ethics Suminan Introduction to Communications; Public Relations Inter-mediate Composition, Adventures

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Send letter of application, curiculum vitue, and names of fives referenced to the commission of the

College Primary Court Community Conductive Conference Conference Court of Community Conductive Community Conductive Community Conductive Community Conductive Community Conductive Conducti

The Chronicle of Higher Education • July 8, 109 Instructor/Coordinator of Office Information Systems/

Independent Study Lab **Evanston Wyoming** 

Winten Woming Community College ementuces an opining the das above position in their Evension Cutter and the Community of the Constant Cutter and the Community of the Community

Western Wyoming Community College

WHCC IS AN EQUAL OPPORTUNITY/ AFFIRMATIVE ACTION EMPLOYER



### DIRECTOR OF FINANCE AND PLANNING

Bager Theological Seminary seeks on energotic, effective and experienced This is sector management position reporting to the Pre-sident The Director all be mocration for institutional finances, yelenning, and buildings and provide Confederate must have a storage background finances; ananogement and planting with a desire to work in a collegial style. Solary is commensumto with personal and the mission of this Seminary.

Please send résumé and references by July 28, 1992 to: The Office of the Peeslelent Barger Theological Saminary 300 Union Great Banger, ME 04401

We are on Equal Opportunity, Affirmative Action Employer

### Coordinator, Office of Alcohol & Drug Programs Department of Student Life

THE UNIVERSITY OF SOUTH CAROLINA

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APPLICATION PROCESS; Submit a letter of application, risums and there letters of mannessistion by July 20, 1992 to

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Alcohai & Dryg Programs Conerdinator Screening Committee
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The position will be stilled upon the thresheaston of a qualified carolidate. The University of South Carolina is an Albertailive Action, Equal Opportunity Employee

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Environmental Sciences/advancation; Environmental Information Reachists, National representation Research (National Reachists for work on DOS (Department) Factors (Reacty) EL-Wid (Environmental Resignation and Wester Mantenant) Projects (servirons identification, analysis, and



### REOPENED

Professor of Differ Automation & Computer Information Systems (Signal Peak) Besentials—Bachedri dayre from regionally accredited institutor, certificially in Other Service/Stactation the bases and committed the through AZ Community College Board Innovidege and teaching through AZ Community College Board Innovidege and teaching anisotation and computer Information systems, words experience in balance to a skills on IBM microcomputer systems, words experience in balance overcomment; and experience words gwith ESJ or collumity diverse programments. Juliery pleasure on including a teaching the Service Community diverse programments. Juliery pleasure on includy salary schedule deportant on programments. Service Services on the College Services and Servic

spesimanona e experience. APPLICATION DEADLINE july 15, 1992. Director of Learning Resource Centra (Dalardis Essentials - Mester a in Library Science degree from a regionally according in the state of the spesiment of the speciment of the speciment of the spesiment of the speciment of the speci

To apply for either of these positions, send letter of internal, returns, areas copy of official transcripts, copy of AZ Community College Certificate (If applicable) and list of three professional references to: Office of Human Resources, Central Assons College, 500 N. Overlied Road, for the College Certificate of Human Resources, Central Assons College, \$500 N. Overlied Road, Office of Human Resources, Central Assons College, \$500 N. Overlied Road, Or Interview.

### NORTHWESTERN OKLAHOMA STATE UNIVERSITY

A fuur-year, sinte-supported, co-educational institution of approximately 2,000 students. Nurthwestern must fill the following positions by the Fall 1992 emester. A policulou deadline for all positions is July 24, 1992, or

### BIOLOGY

Instructor/Assistant Professor - To teach non-majors Ceneral Biology locture and lab, Microbiology and Human Anatomy and Physiology, and upper lavel courses in speciality area. Master's degree required. Doctorate preferred.

Madical-Surgical with Critical Care experience - Two positions - Re-appropriate include devalopment of course materials, dissaroom teach-ing, commelling students and committee assignments. Matter's degree required. Contact: Dr. Timuthy Zwinh, Vice Presidents for Academic Alfairs, Northwestern Stots University, Alva, Oklahoma 73717.

Northwesism is an Equal Opportunity, Affirmative Action Employer.

### SCRIPPS COLLEGE Claremont, California 91711

### NON-TENURE TRACK POSITION IN INTERNATIONAL RELATIONS

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### Northern Illinois University

### UNIVERSITY LIBRARIES:

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### ACCOUNTANCY DEPARTMENT (two positions):

ACCOUNTANCY DEPARTMENT (we position a):

Assistant or Associde Professor, Antiligented insure-track openings for excoming leastly starting August, 1983. All mine and litoids will be conditions. Or endedition must be qualified to leastly of undergreduce to conditions. Conditions must be qualified to leastly on the degree within one year. A CPA or other certification desirable. Will explanations leaching, research and prolessional activities. We are teaching with a soles working religiously leastly and the starting with a sloss working religiously look of the certification of the certificatio

### INTERCOLLEGIATE ATHLETICS DEPARTMENT:

INTERCOLLEGIATE ATHLETICS DEPARTMENT)
Assistant Albalto Director for Development. Fall-time, heelve-month appointment for experienced development of files with fund-relative control of the property of the p

Send all application malarists to respective departments, NIU. DaKalb, IL 60715. AMEGE

### **UPPER IOWA UNIVERSITY**

Fayette, Iowa

### **FULL-TIME FACULTY OPENING** For Fall 1992

Upper Jones University is a could, few-year, Independent liberal actolination financial in 1857. The University is increased to exact countries low street two large proceedings seens, it is within 3.3 board onlying distance. At it eaching to action of the possibility of reaching for redditions offire the possibility of reaching to redditions of the possibility of reaching to reddition of the possibility of reaching to reddition of the possibility of reaching to reddition of the possibility of learning to reddition in Manchant Christophia and the possibility of the possibility

### CALIFORNIA COLLEGE OF ARTS AND CRAFTS **Director of the Graduate Program** (Search Extended)

The College Founded in 1906, CPAC is an independent college of fine as, design, and architecture. The College has a student body of approximation 1,115 hult, and part-time subsetts. There are 1 she fitted from and 136 campus in 3 in Francisco houses the Schools of Architectural Sudies and Design.

Design.

The Positions The Ollector of the Graduate Program reports to the Provest and oversees curriculum planning and development for the Collager graduates of the Collager Program.

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CCAC is an equal opportunity, affirmative notion employer; women and minorities are ancouraged to apply.

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### AUBURN UNIVERSITY



The College of Engineering at Auburn University invites applications and nominations for two positions in the Engineering Extension

THE UNIVERSITY AND COLLEGE: Auburo University is a comprehensive land grant university, committed to the pursal to excellence through teaching, research, and extension. The university serves a combined total of 28,000 acudents on the main campus in serves a commune rouse or 28,000 structures on the mann campus in Auburn and lis campus in Montgumeny, Alabama. The College of Engineering has over 150 ecolor faculty offering degrees in 1 curricula with an enrollment of approximately 3500 andergraduate and 600 graduate atudents.

THE ENGINEERING EXTENSION SERVICE: The Engineering Extension Service develops, markets and cendacts non-degree continuing education and service programs for a wide variety of contioning education and service programs for a wide variety of clients including private industry, state and sunticipal governments, and federal agencies. Programs offered include short courses, seminans, workshops, and regional, national and international conferences. The unit served over 4600 perticipants in 128 programs during the 1990-91 academic year with a total fiscal correttion accession 5.18, million. operation exceeding \$1.8 million.

### Director, Special Projects Engineering Extension Service

Develops and directs all contractual activity in the Engineering Develops and directs all contractual scrivity in the Engineering Extension Service which includes liaison with faculty, department, user groups and funding agencies; development and/or coordination of the proposation process from conception to Implementation and delivery of high quality, non-degree credit continuing englaceting of eartiers to defined groups in the constituency of the College of Engineering. This includes the important function of excitors and administering funding, identification of programmatic needs and opportunities and bringing into project definition, implementation and conclusion of contracted activities.

RESPONDIENTIATURES Provided Islanov with four co-ordestonated.

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RESPONSIBILITIES! Provides liaison with four or professionals; two para-professionals is related activity, supervises one accretarial/circled person, administers project budgets and reviews the professionals accurate accurate liainty in the professionals accurate the professional accura accretariasciences person, administer project buoges and reviews all fiscal documents; assures integrity of project expenditares and funding agency fiscal compliance, represents the College of Engineering on a daily basis in one-on-one contact with industrial, governmental and other academic agencies and instituti governmental and other academic agencies and institutions; assares the policies and image of the College and University are implemented and protected, provides surveillance and remains alect to project availability and opportunities in the scope of continuing engineering education.

QUALIFICATIONS: Successful estadidate must have educational

QUALPECATIONS: Successful enclidate must have educational qualifications in the engineering disciplines; Ph.D. in desirable, an M.S. is required. Person must have a minimum of 19 years must require the person from the area of the person of fiscal and personnel policies and procedures will be helpful.

### Director, Auburn Office Engineering Extension Service

RESPONSIBILITIES: Directs all aspects of fee subscription activity RESPONSIBILITIES Directs all aspects of fee subscription activity in the Aubem Office, Ringuescring Statemins See, including direction/management of non-oraclit fee based continuing adjustment of non-oraclit fee based continuing oducation program; direction/management of non-oraclit fee based continuing oducation program; direction/management apporting the confluence of non-oraclite continuing assurance of the compilance of the EESV office with University and programs of the compilance of the EESV office with University of the compilance and supporting and assurance of the compilance of the EESV office with University of the compilance and support and support the interest and of the compilance and support and support the interest and supports the interest and su sasanace of the compliance of the BESV office with University policies and procure in the compliance and apports the interest and involvement of the experimental faculty in continuing education programs; conclusion of control motion of the Birmingham Office BESV term Office effort with those of the Birmingham Office BESV term of the processor of the Ministry of the Birmingham Office BESV term of the processor of the Birmingham Office BESV to Budger Preparation, Strategic Planning and Mission Mapping.

QUALSFICATIONS: Successful candidata will have Pa.D. or M.S. in an engineering discipline and at least 10 years experience in academia and/or industrial assignments. Strong massacratical was and adult deasons teaching operations or action. We have been also and adult deasons teaching operations are detailed. We was knowledge of flexit management systems in strongly desired, Computer Heresy and familiative with University academic, finest and personnel policies will be hopful.

NORMINATURE. AND APPLE TRANSPARS.

NOMINATIONS AND APPLICATIONS Nominations or ilications with a resame and two references should be sent to:

J. Fred O'Brien, Chairman

Search Committee for Engineering Extension Service

Search Committee for Engineering Intension service
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198 Ramay Fall
A review of Applications and nominations will begin on Jaly 15,
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seeking to till the positions by September 1, 1992.

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VERSITY OF WISCONSIN MILWAUKEE

### STUDENT SERVICES PROGRAM MANAGER

The Student Services Fregram Manager is the UWM Union still mombes exceptionally an interest of the Company of

Requirements A bachelor's degree is preferred in the areas of communications, behavioral science, student personnel, student octivities, counsoling or recreation.

The Reprises A background of progressive experience in student for Reprises A background of progressive experience in student for Reprises and Control of the Reprises and

Starting Salary: Commeosurate with training and experience. tion Deadline: July 31, 1992.

Starting Date: September 1, 1992. (Negotiable) g Szen- oppender 1, 1982. (Negousbio)
résumé, transcript end three lotters of reference to:
Karen Karzubowski
Department Secretary
2002 E. John, W381
2002 E. John, W381
Milwoakee, WI 53301

The University of Wascenin-Milwauko is en Allimative Action, Equal Opportunity Employee. The University of Wascenin-Country Straight of the Country St

### **CARLETON COLLEGE**



### **ASSOCIATE EDITOR** For "The Carleton Voice"

Caleton College is accided a person to assist with all phases of the production and distribution of the College's quantity problems in Responsible and College in the College's quantity problems in Responsible College in the College in College in the College in Col

Applicants should send a cover letter, résumé and three references by July 24, 1992 to:

Carleton College is an Affirmative Action, Equal Opportunity Employer

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# CAPITAL CAMPAIGN DIRECTOR

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An incoming treatment class with an everage SAT score of 1024, whis many prove to be the best of any public university in the covery. A leastly of international removes that has assistinged the Colog of Engineering as one of the matient is most and the Solvide Industrial and Systems Engine as the best for the Colog of and Systems Engine as the best in the country, exceeding it its Nows and World Report.

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An exceptionally large number of highly supportive skirrel and strained organization that has been recognized by the Council for Advances and Support of Education as the best in the netter for the observer.

A reputation within the business community for producing highly professional actions of the producing highly professional actions, according to the producing selection between the actions, described in the control properties of opportunity when there chosen to be the alle of the 1960 Clympic Village. By prevention is storaged, as location in Administration of the Telecotrop profession in Administration of the Telecotrop profession of Administration of the Telecotrop profession and the Te

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Please send your resums along with any supporting maledal to: James M. Langley, Vice President for External Affairs, Code CHP-MCH-144, Georgia Institute of Technology Allants, GA 30332-0182

## Georgia Tech

### MASSACHUSETTS COLLEGE OF PHARMACY AND ALLIED HEALTH SCIENCES

Founded in 1823, the Metstalmany College of Phormary and Allied Holds Servest is a private and Independent College of Phormary and Allied Holds Servest in a private and independent College of Gring programs in admitted hold and distributes. Longwood Metalled Area of Baston, in Colymor and Coly

### INDIVIDUAL TO COORDINATE **DEVELOPMENT OFFICE ACTIVITIES**

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Massachusetts

College of Pharmacy

and Allied Health

Sciences

### DIRECTOR SCHOOL OF MUSIC

The Goldes of Fine Arts of Ohlo University traition norminations and applications for the Director of the Science of House, the Science of Science of

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Search Committee for Director, School of Music Chic Usalversity

Jennings House

Alterns, OH 45701-2978

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One linkersity is an affirmative action, equal opportunity employer.

# ST. SCHOLASTICA

### SEARCH REOPENED

### REGISTRAR

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The College of St., Scholastica is exmell, coeffucational, Benedictine College (9.5) traditional and non-traditional students) which seeks to integrate liberal samples with professional preparation. The College offers both grafuate as independent preparation.

total on the stores of Lake Supertor, Duluth serves as a regional medical and stall coster and as a haven for outdoor enthusiasts and vacationers.

### DIRECTOR INSTITUTIONAL DEVELOPMENT

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## UNIVERSITY of DUBUQUE

### DIRECTOR OF UNDERGRADUATE ADMISSION

The University of Dubuque is in the process of searching for a Director of Undergraduate Admission responsible for the recruitment of ents who can benefit from and contribute to the University.

secures who can center mon and contribute to the University.

An institution of 1200 statedits, representing over 30 faringin countries and 33 states, the University is committed to cultural diversity and stewardship of our environment. The student population at UD includes 6% people of color and an additional 15% international students. The University is 2 Probytestin institution that reposits and encourage an inter-faith community in respect to Judeo-Christian volude. Academic strengths at the undergraduate level include: liberal arts, surfrommental science, business, pro-law, computer science, so lation and unique tri-college program in education.

The first city in lows, Dubuque, population 60,000, is graced by stately Victorian architecture on the banks of the Mississippi River. Ski lopes, caves, feativals, river cruises and parks attract people year round to this popular tourist community. The Director of Undergraduate Admission should possess excellent, proven written and verbal communication skills, be highly organized

ative, and have a team-oriented approach to management.

Applicants are required to have a baccalaureate degree and a minimum of five years of higher education experience, with at least three years in a marketing-driven admissions office. A master's degree is proferred. The Office of Undergraduate Admission is research-based with emphasis on market segmentation. The candidate should have experience and/or knowledge in direct mail, marketing, publications,

via emphess on means regionatative. The commission and assertions and budg sing.

This position is open until the appropriate candidate has been selected. All applicants should submit a letter of application, vites, and a one page statement on how they would manage an admission office at a private, amail liberal arts institution. Salary and benefits competitive.

Applicants should send materials to Muchell J. Pies, Vice President for University Advancement, University of Dubuque, 2000 University Avenue, Dubuque, Iowa 52001-5099.

The University of Dubuque is an Equal Opportunity Employer

### OFFICE SECRETARY II

Personnel Status: Classified, Contractual, with Jimhed benefits Personnel Status. Lisainas, Contactos, vin Januel December Responsibilities l'yes 1 variery forma in Include pachase nai travel related document, Judget instrument, sudett appolaments forma, course unitius, class schodules, personnel forma, scientific research papers and proposals, and wither arademicity related information. Must be able uninerate plasmapt vin and markets, facility, and without of writes ductational and column facilities and activational and activation and are all assumptions. Supervised work sandy modernt. Duet computers and various arisings packages.

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Insecreted, qualified applicants should submit an application by July 20, 1992 IV.

Department of Human Resources J. T. Williams Building University of Maryland Eastern Shore Princess Anne, Meryland 21853

The successful candidate must be eble to show acceptable documentation previous identity and establishing the right in accept employment in the United Suster of America. UMES is an IECO/A comployer; maintains actuage on wirelyidate, and colorers a no-mobile, policy applicable is all comput

### COUNSELOR

FINGLE AND COMMUNITY COLLEGE invites applications for a full-Mirimum Qualifications: Master'a degree in guidance and counselin related field. Demonstrated apperience as an instructor. Ability to work individuals and groups. Minimum of two years' experience preferred.

undeviousse and groups. Amantum or two years' experi-lesporsibilistics

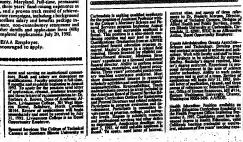
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Interested applicants should submit laner of application, résurod, manacripts and three current letters of reference to:

Personnel Office
Highland Cotemunity College
2998 Pearl City Road
Fresport, IL 61032 AN AA/BOB



### DIRECTOR **GRADUATE SCHOOL OF LIBRARY** AND INFORMATION SCIENCE

### University of Washington Seattle, Washington

The University of Washington as Sealet, Wethington, Invites applications and incominations for the poolition of Director of the Conducte School of grain foodings to the Matter of University of the School and reports to the Conducte School of the School and reports to the Conducte School of the School and reports to the Conducte School of the School and reports to the Conducte School of the School and reports to the Conducte School of the School and reports to the Conducte School of the School and reports to the Conducte School of the School and reports to th

The position will be available Summer, 1933. An applicant for this position should posses a leadurably qualities and should have a listinguististed record of scholarly research and publication, related teaching apprinter, and inswinding of information and flux yielence objects the school of the property of the property of the property of the school within the University community and the profession on a local, state and national lovel and should have a naster's degree, preferably from an ALA-accredited library school, and a doctorata in library/information science or related field.

Competitive salery commensurate with quelifications and experience.

Send letters of application and nominations, detailed curriculum vitae and

nces so:

Dr. jack Dull
Chail
sate School of Library and Informetion Science
Director Search Committee
201 Administration Bulding/AG-10
University of Washington
Searte, WA 36195

Applications will be reviewed beginning November 1, 1992 and continue until the position is filled. We are building a mutification with reviewed and experiment of the position of the positio

### HORRY-GEORGETOWN TECHNICAL COLLEGE

### **Evening Counselor**

The College is a two-year community/technical college located ten miles from Myrtle Beach, South Carolina. Myrtle Beach is the center of South Carolina's "General Strend".

The College is accepting applications for no evening counselor, and ses ponablidies to include recruitment; career counseling and opnessed to include which high school etudents; person etuniselung counseling and opnessed to include working with high school etudents; person etuniselung counseling; retention and tenneter exticulation.

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Submit cover letter, résumé and transcripts to: Personnel Office, Horry-Georgetown Technical College, Post Office Box 1966, Conway, SC 19826. Closing date for résumé is July 22, 1992. EOBAA.

riegos, and ex pertite in prógram piacolag, s valuados, and genti writing. Per score in-versa de aguitación form, contact contra Lamos-Thomas, Personal Office, San Franciaco Unided School District, (41); 241-6102. Application dendifice: July 22, 1922.

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# Elizabeth City State University is one of stateen constituent universities of The University of North Carolina and is located in northeastern North Carolina, it serves a clientele of approximately t800 students.

I. DIVISION OF ACADEMIC AFFAIRS

ORECTOR OF INCENTIVE SCHOLARS Quelifications in earned doctorate. All least three years' administrative experiences at he tipse discustion level destred. Responsibilities: Perform counseling fine-control of the program and provide statistical data necessary to document the program.

ORECTOR, TRACIBLE ROUCATION/STUDENT TEACHING Qualifica-lions, An exmed doctorate in an area of education, Responsibilities, An exmed doctorate in an area of education, Responsibilities, devoted ploth short- and long-range planning for coordinating the spropphase placement of eligible education teachers.

## ppropriate patternent of engine autoent teatricto. \*\*YOMEN'S EASHETBALL COACH Qualifications: Master's degree or ne equivalent. Qualify to work in some other capacity on compus.

### IL CIVISION OF DEVELOPMENT AND FLANNING

VICE CHARCELOR FOR DEPLOPMENT AND FLAMMING Qualifica-tions of the control of planning, development, and institu-tional research or it relates to planning, development, and institu-dional research of the control of

PROJECT MANAGER. COMMUNITY GEVELOPMENT PROGRAM Qualifications: Master's degree in Urban/Regional Planning supple-mented by conrace in public administration and sufficient planning and management experience when combined with the master's de-gree equals frou years.

DIRECTOR, SMALL OUSINESS & TECHNOLOGY CENTER Qualifica-tions; Master a degree in Qualness Administration or the equivalent, with lines to five years' experience in numering and assisting ente-preneurs to facilitate the continuing success of new and existing small businesses.

### III. DIVISION OF STUDENT AFFAIRS

NURSES AIDE Qualifications: Certified as nurse's side in North Carolina. At least one year's experience working as a nurse's nitle. Experience with shield terms as trainer preferred.

ORRECTOR OF ADMISSIONS Qualifications: Master's degree in stu-dent personnel, business administration or related field preferred. Bachelor's degree will be considered with three to five years' experi-ence in admissions.

### IV. BUSINESS AND FINANCE

RECYCLING COORDINATOS Qualifications: Bachelor's degree with a preferred concentration in marketing or related sciences.

preserved concentration in manketing or related sciences.

Please authorition one application or relature for position of interest, three (3) letters of recommendation and official place tunscripts) to Zinziehel (107 Siale University, Personnel Office, 107 Siale University, 107 Siale Univers

Information, please cell (919) 335-3232.

Elizabeth (19) Sabe University in an APT-RMATVE ACTION, EQUAL OP-FORTURITY orapicyer and applications will be accepted without regard to age, race, color, creed, "see a color of applications or an expension of a united States Citizens AND LAWYER AND THE OFFICE ALLEY WORKER SES, YOUR HUST BE ABLE TO PROVIDE A CONCENTRATION OF EMPLOY. ABILITY AND IDENTITY BASED ON THE LAW.



## **Director of Major Gifts**

Colgete University is pleased to invite applications and nominations for the outton of Director of Motor Giths. As the University preparer for major fund-sking inflation in the 1991's, we are searching for an experienced individual to seame this leadership position.

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Requirements.
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ity to wate and community and continue until the position is filled. amit résumé and a letter of interest lo:

Justin Tryon
Director of Human Resources
Colonie University
13 Oak Drive
Hamilton, New York 13346

COLGATE IS AN EQUAL OPPORTUNITY & AFFIRMATIVE ACTION EMPLOYER.

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# University of Wisconsin Marathon Center

### SEARCH REOPENED

### **Director of Student Services**

The University of Wisconsin Center-Amrathon County Invites supplications for the position of Oriector of Student Services. The Director is required the impropersion and administration of the ownerslip region, which Intuities the Company of the academic staff, the Officetor reports directly not be Company Count.

The use director reports directly to the Campus Doan.

1. The Compus Doan of Wisconsin Centers, is a leading to the Control of the Compus Doan of

The Director of Soviety Sevices supervise high school relations, recruiting, admissions, financial aids, academic advising, counseling, sudent activities, and residence half management; provides lideon with baccal acroate institutions and the community; develops and monitors his Briddent Sevices budget.

ct.
An earned doctorate and supervisory experience preferred. Master's degree and broad experience in the cross blased above required. Experience should include 3-5 years of full-time employed by Subtent Services functions at the college/university level. Commonitated eff Subtent Services functions at defens, and, faculty, and parents is required; further, they faculty in preferred professional should be expedited of effectively representing UMANC in a public setting. Salary: Competitive, based on experience and education.

Salary, Compening, posed on experience and education.

Send letter of linerest, resume, and there enferences by 1949, 1992 to Sally Paul, Search & Schien Committee Secretary, University of Wisconsin Center-Masathon County, 518 S. 7th Ave., Wausau, WI 54401-5396.

A list of all nominees and applicants except those who request confidentiality

The University of Wisconsin Center-Musathon County is an affirmative ac-tion, equal opportunity employer and encourages women, members of mi-noxity groups, handcapped persons, and veterars to apply.



### Azusa Pacific University DIRECTOR OF DEGREE COMPLETION PROGRAM

Assas Pacific University is seeding applications and numinations for this 12-month ridministrative position. The university is in the process of developing a degree completion program and is seeding immediate leadership for the program. The first offering is a business attributention degree.

Initially, the director reports to the Dean of the School of Itudiness and Management and is responsible for development of the program, listing and supervision of professional staff, and interacting with faculty, deans, and appropriate committees.

Requirements: A doctorate in addition, candidates must exhibit a strong Christian commitment and must show significant experience and demandanted leadership in degree completion are

Compensation: Salary and benefits are competitive with similar in

Application procedures Send latter of application, we can amen, and exacts, and phone northests of four references to class it selfs to latter, and experiments of the procedure of the procedure

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### SOUTH PUGET SOUND COMMUNITY COLLEGE



South Pagel Sound Community College is hirting Director of Prancial Ask and Student England and Student I are and religious emerge products. Negate of students, or tested and Student I are an experience for the Administration. Discontinuous, or tested areas. Doministration appropriate for the Administration, David College and Co

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## DIRECTOR. CAREER CENTER

Loyola University Chicago is o private, Catholic, Jeuti University with a diverse undergraduate and graduate positions (5,800 students, Guided by operations and provides both outers consistent model, the Career Content provides both outers consistent model, the Career Students from four Chicago actions, puses, see well as alumni.

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are employment community.

To qualify, you must possess substantial experience with planement and career counseling responsibilities. In addition, the contradministerive experience and a master desire less lated laid are required, doctorate desirable. Working fooders lated laid are required, doctorate desirable. Working fooders of computer spolicetions in the current counseling/indexential of computer spolicetions in the current counseling/indexential computer spolicetions in the current counseling/indexential counseling and care in a decirate of the current counseling in the current

Loyola ollers a competitive compensation and benefits pol-age, commensurets with experience and ebility. Please the letter of application, resume/curriculum vita with names and s dresses of three references by August 14th to:



LOYOLA UNIVERSITY CHICAGO Mr. Stan Hewitson Human Resources Loyola Univareity, 6525 N. Sharidan Ro Chicago, IL 60626



### DIRECTOR OF FUND RAISING/DEVELOPMENT

### College of Agricultural Sciences

PONSIBILITIES: The Director will report to the Associate Vice President alopment, Office of Is situational Advancement, and will coordinate with Development, Chill. Trip Districts will proof to the Aspecials Vic Proteined Processing Committee and Processing Committee and Processing Committee and International Association State. In Advantanticum on Development, Aprillation on International Aspectation of the Committee and Processing on the Processing on the Processing Committee and International Aspectation of the Committee and International Aspectation of the Committee and International Aspectation International Aspectation International Aspectation International Interna

MALKYY Commensurate with training and experience.
CLOSING DATE: August 15, 1922 or until a suitable condidate is found. To
continue with be available October 15, 1822.

position with be creationlise October 15, 1892. CONTACT, better of opplication, personal réminé and nomes, cidenses mi telephone numbers of 5 inferences should be seet to:

Western State College of Colorado, Gunnison, Colorado 81230

## DIRECTOR OF PHYSICAL PLANT

Western Stats College of Colorado, a public college of this liberal arts and electes, serving 2,500 students, is located in a mauntain community of 4,500, two hundred miles southwest of Osnver.

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Mieter State College is an Affirmative Action, Squal Opportunity Sympleye.

The College streamly passage speak the section of moment and minorities.

### COMPUTER TRAINING SPECIALIST INFORMATION SERVICES

Assists in the planning, designing and implementation of the Computer Education Program (CEP) and its related courses. The Compare sourceston rengerest (c.er.) and an resuscence of improving the compater stellar of University facely, staff, and students. Additional responsibilities include overest approaches and functioning computer training facilities, Nuveli and Apple falk. Quilled candidate will ideally hold a Bachelor's degree, pos-

Continue explanation with streets of the process of computer-related counterware development and teaching experience, and a minimum of farce years general applications work on DOS or MacIntosis computer systems. Interpersonal akills needed to work with a variety of people.
Ability to translate highly technical information into layperson's hunt and the patience to work well with beginning use Novell System Administration experience required. the patience to work well with beginning users a must.

Interested candidates submit letter and ressume by July 24, 1992

Department of Human Resources University of Notre Dame Notre Dame, IN 46556

Will scoop sectionic recumes at internet: Douglass, R. Hernchall, Land, scho

Note Dans in an Equal Opportunity/ Alternative Action Employer IA/F/H/V



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# Program Manager, Ocean Optics

The Office of Naval Research is seeking a highly qualified individual to plan and manage a contract research program in optical oceanography. The sponsored research is conducted principally at universities and private laboratories, with research performed by leading scientists in the field. This is a Civil Service position at the GM-14 or 15 level (\$54,607 - \$83,502), depending on qualifications,

The individual selected will establish goals for and conceive, organize and direct research and development programs in new areas of optical oceanography with emphasis on theoretical and experimental aspects of oceanographic radiative energy transfer, ocean color, visibility/imaging, and particulate optics. The incumbent will identify new research opportunities, communicate ONR interests to the scientific community, evaluate and select research proposals for funding, manage available resources, and represent the program within the Navy and DoD. This position provides the challenge and opportunity to have a creative and significant impact on the direction and quality of research conducted at the national level. Additionally, the opportunity exists to establish or maintain an individual research program at an academic institution or government laboratory.

Applicants must have a P.h.D. or equivalent training in optical oceanography or in an area related to optical oceanography, and at least one year of professional experience or an equivalent combination of education and experience. To be qualifying, this experience must have been at a level of difficulty and responsibility equivalent to that of the next lower grade in the Federal Service. Demonstrated research experience is preferred.

Interested persons should send a resume, list of publications and a Standard Form 171, Application for Federal Employment (available at Federal Job Information Centers or from the address below), to:

> OFFICE OF THE CHIEF OF NAVAL RESEARCH Civilian Personnel Division, OCNR Code 01242 Attn: Anoouncement #92-18 (CHE) 800 North Ouincy Street Arilngton, VA 22217-5000

Applications will be accepted through 28 August 1992 and must be received by that date. Applicants are requested to complete the appropriate supplemental forms. For further information and supplemental forms, please call (703) 696-4705 or Telecommunication Device for the Deaf (703) 696-2681.

U.S. Citizenship Required

An Equal Opportunity Employer

## ...... INFORMATION ANALYST

Allred University easks experienced professional to develop information for use by management and other constituencies. Analyst will report to the Vice President for Business & Fi-

- Qualifications: The successful epolicent will have Experience in developing management information from raw financial and operating data;
- Strong writing skills and demonstrated ability to develop clear reports for constituencies needing different levels of datail; and
- Proficiency with PC-based apresdetest, graphics, and word processing software.

Other qualities should include energy, agains of humor, inquising mind, and commitment to producing highest quality work on time. Position requires sail-device with good listeraing stills who can lunchion as a manher of a closely-finit team. Sechelors' degree in appropriate disciplin

Application Procedure: Duellfied application may a ond resume with cover letter explaining why you are a strong candidate to Director of Personnal, Alfried University, 25 North Mein Street, Alfred, New York 1480z. Fewlew of applications ba-gins July 1, and continues until position is filled. ECIE/AD.

### Two Administrative **Positions**

Financial Ald Director—Minimum 3-5 years' experience handling federally fund-ed innucial aid at a four-year institution. Candidates must have computing skills and a baccalaureate degree in accounting. Starty will be based on experience and qualifications. Send resums and references to address below. and qualifications. Send resume and references to address below Grant Writer—Three years' superience in n baccalcumate institut front non-roof required. Baccalcumate degree necessary, science preferred. Salary based on experience and qualifications. Send writing sample and references to John Bales. Director of Program Kaet Calego, 3989 North Rigges Avenue, Calcage, 11. 40445.

Dissure Vision Assessed College, Furdard College, Furdard

## **DIVISION OF STUDENT AFFAIRS** Florida State University DIRECTOR

UNIVERSITY COUNSELING CENTER

BESPONSIBILITIES
The Director, University Counseling Center is responsible for providing direction is a waterion diversional and accusating service organization and counseling service organization for the country of the country of

President for Student Anales.
QUALITICATION as psychologist and meet requirements as established.
Must be locused as psychologist and meet requirements as established.
Must be locused as psychologist Association, which includes a doctorate
degree and a supervised practicum experience. Prev years' associate
experience in a college or university counseling center or mental health
program or exertist.

SAIARY \$35,920-\$64,700 (salary commensurate with education and experience). APPLICATION DEADLINE
Applications must be received by August 8, 1992. To apply, send a cover letter and two copies of your resume, and three letters of reference to

PERSONNEL RELATIONS FLORIOA STATE UNIVERSITY 2 I 6 WILLIAM JOHNSON BLDG., R-49 TALLAHASSEE, FLORIDA 32306-1001

FLORIDA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EEO EMPLOYER.

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### **Director of Employee Relations** and Development

Stanford University is seeking a senior level professional for Director of Employee Relations and Development. This Individual will work to provide an ethicel work environment through administration of the University's Employee/Labor Reletions and Human Enjuoyeer. abor neiellons and mumen Resources Development afforts, Responsibili-ties: Develop strategic end cost elfective employee/labor relations and treining/development programs; apply and interpret policies releiling to Employee/Labor Reletions; ensure compliance with federel/state lews and University practices; develop and foster a productive relationship with unions; and managa erbitrations in collaboration with the

Candidetes must have experience directing Labor Reletions efforts at a senior level in e lerge complex university or research environ-ment, tored knowledge of staff development programs, labor laws, and employee reletions principles and employee reletion principles and the other principles and the other tive action principles and the other trans-late them into garneral policies; and extensive experience in negoliating contracts, managing arbitration processes end organizing efforts. Sechelors degree required and an edvanced degree in experience. Candidetes must have experience directing

Qualified candidates ere encouraged to send decimies cardiocates era encouraged to send a cover leter and resume to: Jose Becerra, J920801-CHE, Humen Resources Services, 885 Serra Street, Stenford, CA 94305-8110. Stanford University is en equel opportunity employer through

DEADLINE FOR APPLICATIONS IS JULY 27, 1992.



## WHITWORTH COLLEGE Director of Financial Aid

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commission to the Christian faith and to the integration of faith and

submits Letter of intorest, résumérvitas, names, addresses, and tele-or three references, and a one-page statement of your personal commit-ties faith and to the integration of the Christian (ath with liberal learning

Identry Dominion University Lines — 20, the flowery. This limited interfects with a superprise program of the flowery terms of the flow

### DIRECTOR OF LIBRARY SOUTHERN COLLEGE OF TECHNOLOGY

MARIETTA, GEORGIA Southern Tech, primarily a technological college in the University System of Georgia, with an enrollment of 4,000, locmed 15 miles north of Atlanta, and offering Associate, Bachelor's, and Master's degrees, invites applications and nominations for the position of Director of the Library.

nonminion for the position of Director of the Library.

This is a 12-man position reporting to the Vice President for Academic Affact. Bib Director of the Library has the sushority and exponsibility for Academic Affact. Bib Director of the Library has the sushority and components of the library-main and the Library has the Library h

nequirements:

1. Master of Library Science from an ALA-accredited program.

2. Three years' work superience in Library management and scinals. Superience that would qualify the candidates for faculty appointment of Associate Professor on higher.

8. Experience in Library automation.

Salary is againsts. Send lotters of application with complete, recent 4-sund, and the names, addresses, and silephone numbers of these professional references by Sperember 1, 1992, tee Dr. Parris T. Timiri. Wee Maritan Phys., Marien, G., Southeau College of Technology, 1100 S. Maritan Phys., Marien, G., 30006–2056.

Southern Tech is an affirmative action, equal opportunity educational institution.



### ASSISTANT DIRECTOR **OF ADMISSIONS**

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WESTERN NEW ENGLAND COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER.

### THE MARYLAND INSTITUTE, COLLEGE OF ART

Director of Financial Aid

The Maryland Institute, College of Art is seeking a professional with seasons and vision to administer the financial aid pro-

grean of the College.

The Divisor manages bit sheem, driet and college programs according to regulations, policies and procedures. The great programs according to regulations, policies and procedures. The great programs according to regulations, policies and procedures. The driet according to the programs of the procedure of the programs of the procedure of th To opply send a resume, letter of interest, salary history and three

The Maryland Institute, College of Art Office of Admissions and Financial Ald 1300 Mount Royal Avenue Baltimore, MD 21217

The Chronicle of Higher Education • July 8, 199

ASSOCIATE DIRECTOR

OF RESIDENCE LIFE

Southwest Texas State University

Southwest Teens State University Invites applications for the period Associalo Director of Residence Ltd. Southwest Teens in composition or convicating of 21,000 students of the period by the period of the students of the Southwest Teens in composition of the students in the students of the students o

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Student Loan Marketing Officer

Opportunity in Northeast Floridal Harnett Higher Education Loan Program, an effiliate of Burnet Banke, http://firshis.premier banking organization with over 325 billion in assets, is offering a cureer-octented pofessional an opportunity to join us as a Student Loan Marketing Office in Jacksonville.

Planning, Georgia and implementing marketing strategiess educational institutions and direct marketing to parens and stockins are key roles of the student Marketing Office. A motivation of the student Marketing Office. A formation of the student state of the state of the student state of the s

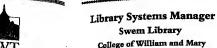
Barnet\* offers a highly standards compensation and flatible benefits package. For confidential consideration, please services resume with salary requirements to. Barnett Banks, Inc., Professional Recruitment/CCI.53, P.O. Box 44147, is classoriffe, PIS-2331-4417, An explaid opportunity/all-mattle action employed. BARNETT SUPPORTS A DRUG PREB WORK BAYRED-REST.

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Sent Liberty fortists applications for the position of Library Systems Man-ples. Ornest and coordinates missenance of VTLS integrated library or the state of the state suppose missenance applications for purery and staff super-tures and coordinates one first affectomment-cutions and activorious general productions and the state of the Analista University Librarios for Analista University Libr

he Autister University Landaria as a transported in Experiment All-Associated MAS are other advanced degree, pederably in computerinformation actions. Militations 3 years of computer superations propriated and combination of office the same and employed, a storage experiment of the computer of the community and combination of the same and experiment, as well as the consequence of the community, associated and produces activate a finite community, associated and produces activate a finite produce of the community of the communit Selecy: Minimum \$34,000.

Twelve-month appointment. Benefits include swenty days' annual leave,

chain of suiscensies systems, and other liberal benefits.

Le College of William and bettys, a star-seasmed university, crebates in Sthaussenstry in 1935. VTLS online estadog; ever 600,000 building spike. The control of the control better middle, acceptation, actuallying, anotherity control, circulation, and more modules fully operational, straits, control being meghenomed. Over which the control being meghenomed. Over which the control being respective to the control being meghenomed. Over which the control being respective to the cont

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## KANSAS STATE UNIVERSITY **Director of Facilities Planning**

Birector of Facilities Firitimen Director of human State Between by Indiana galactics for the position of Director of Indian Investig Karasa State University in June 4 para investig void in rive degis, there can posses, and extension and lease and notice is indicated through Carasa State University in June 2 para investig void in the Carasa State University of the Caras

Intered application, a returned justing at least three professional references and a surgary of work accomplishments demonstrating application of the pre-finality must be promitted by August 4, 1992 and least to Male Lynch and Special Committee Chair. He surgary and some and the surgary and special opportunity employer. Women and aincrities are error applied to appoin

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### THE AMERICAN DISCOVERED DIRECTOR OF DONOR RELATIONS

The University Development Ciffice seeks an experienced, energetic professional to plan implement, and manage a comprehensive program of comprehensive program of donor relations and steward-ship, to include direction and management of annual pro-gram of special events, preparation and production donor recognition publica-tions, etc.

BA or equivalent working ex-perience, plus 3 years related experience preferably in acc-demic or non-profit setting. Strong interperannel and or-ganizational sidile, verbal and writing communications sidile, management ability and team player. Competitive salary, competitive salary.

The American University, P.O. Box 281 Eagle Station, "DIR, DONOR RELATIONS" Washington, D.O. 20016-8055. An EEC/AAUniversity.

### HOWARD UNIVERSITY LIBRARIES FIVE POSITIONS AVAILABLE IMMEDIATELY

ASSISTANT DIBIECTOR. Collection management & Branch Library Service: Develops the collections in the University Libraria Systems Manages the branch libraries Architecture, Dunines, Divinity, and Social Work, Super-University Libraria Systems (Manages the branch libraries Architecture, Dunines, Divinity, and Social Work, Super-University Libraries (Libraries Libraries) (Libraries) (Libr

sciences subject eres. Familiar with automated theory system. SALARY: Minimum 3(0), 31.

IERAD, Casting Departments this agrees and supervises Crucinging Department Minimum 3(1) and supervision to implement the "STERLING" O'RAC QUALIFICATIONS AILA-secretized MLS; additional goods are notly preferred. Minimum of five 6(1) years of cartioging experience in a tagge actiented library, including supervision: ArCLI and O'LCL is essential; humilarity with NOTIS and a working knowledge of foreign inquigges in declarabe. SALARY: Minimum 332, 266.

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CATALOGER, Madrid-venaul historitals. Performs original descriptive and mipier centaloging for non-print matrix planting QLALFECATIONS. ALX-accordined BLGS: three (3) years professional library experience. Knowledge content of the printing QLALFECATIONS. ALX-accordined BLGS: three (3) years professional library experience. Knowledge content or our foreign house, and a content of the professional professional professional professional professional professional professional professional matrix professional professional professional professional professional design and subject containing for management of the professional profess

Applications accepted until all positions are filled, EOE/AA

### Director of Security BUTLER UNIVERSITY

The Director of Security reports to the Vec President for Administration. The printing responsibility for this position will be provided teachership for and direction of injectional deciration of injectional deciration of injectional deciration of injectional deciration of injectional continuation of the extensive properties, no naturals in exercise are provided in Buttle University. This will include planning, course injection of the exercise properties and an efficiency continuation of the exercisements nervice and an efficiency continue program. In adultion, this person will unestee the University's Safety and Environmental Health new purishbilists.

travismental Feath repunsibilities.

The preferred conflicture will prosens a bacclaurens degree in criminal justice, low entimement, or a related field and alanheus emperiones with compute teaturity. Justices in a deserted field and alanheus emperiones with compute teaturity. Justices in the conflicture of the conflicture of the conflicture of the conflicture of the conflicture management experience in temporal teature of the conflicture management experience in the conflicture management experience in the conflicture of the conflicture o

Butler University's 2001-acre compute is located in a residential area and surrounded by a viltrant city, he steel only seven miles from the heast of



### MUSKINGUM COLLEGE DRUG AND ALCOHOL COUNSELOR



Muskingum Collegs, founded in 1837, is located in Southeastern Chico on a rolling, 215 serie camputs, Affiliated with the Presbyterian Church (U.S.A.) Muskingum College filters and the Church Church (U.S.A.) Muskingum College filters in Education. Muskingum College in Equal Opportunity Master, 2 Program and Musker, 2 Program in Education. Muskingum College is an Equal Opportunity Master, 2 Program in Education.

### DIRECTOR, GRANTS & CONTRACTS

The University of Massochusetts Lowell Research Foundation is seeking a Director of Grants and Contracts to assume the responsibility for the administration and negotiators of a Massochusett for the administration and negotiators of a Massochusett of grants and application and produce the seeking of grants and application and the least contract and application and charter than a condition used with educational organizations, portent and condition used with educational organizations, profession and conditions of the seeking the seeking that the seeking the seeking

Minimum qualifications for this position are: a Baccalaureate degree, with advanced degree preferred, and more than 5 years experience in the Sponsored Research Administration area. Salary is competitive and commensurate with experien

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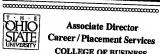
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Pisse submit résumé, sover lotter and names and le inplane numbers of time relevances by July 18, 1992, to the Office of Admissions, University of Vermont, 194 S. Prospect Street, Burlington, Vermont 6607-6596.

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### Assistant in Obstetrics and Gynecology

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Application deadline: October 18, 1992 January 1853 Appointment begins Safary: Online such a confine such as the s

To apply, please eard letter of application and our riculum vites with a list of references. Please have three letters of recommendation cent

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### DIRECTOR OF **BUSINESS PROGRAMS DIRECTOR OF TECHNOLOGY DIRECTOR OF ACCESS SERVICES**

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These veractics for administrators begin 9/92. Appl. sec'd by deadline of 7/ 1/792 will reactive till consideration. A more detailed vecancy notice & appl. form will be the state of the substrate of the state of himsespolists. Paul college is located in the substrate of the state of himsespolists. Paul and is part of the AM Community College System of the substrate of the college is not college to make the substrate of the subs

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Submit letter of application, resumé, and three letters of reference with plots

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ens will be accepted until the position is filled. The starting date is August, 1992. Imory University is an Equal Opportunity, Affirmative Action Employe

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### North Country Community College Saranac Lake, New York 12983 Faculty Openings

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Community College

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P. Fannelly, Human Resources Uco C Leorgetown University Washington, O.C. 20057-1021

### DIRECTOR OF STUDENT LIFE

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A calendar of forthcoming meetings, conferences workshops, and institutes of riance to scholars and college

every week in The Chronicle,

## THE COLLEGE BOARD

Office of Academic Affairs

### Director for instructional Assessment initiatives

Founded in 1900, the College Board is a national nonprofit membership asacciation of more than 2,800 colleges and universitiea, eecondary achools, systems of higher and secondary education, and educational easocietions and agencies. The Oilice of Academio Affairs serves as the Board's chief liaison with the nation's academic community.

The Director serves in a leadership role, with mejor responsibility for developing programs, services, and materials that support the close relationship of teeching, learning, and assessment in school clesaroome. As a major assignment, the Director will have reaponsibility for developing instructional asseas-ment etrategies for the College Board's Pacesetter program. Pacesetter le a netional educational reform initiativa thet aeeka to integrate currioulum atandards, instruction. and ageessment at the secondary achool level. In addition, the Diractor will dasign and conduct reaserch that ancourages tha meaningful integration of learning end assessment in classroom seltings.

The aucceesiul candidate will have a diatinguished record of teaching experience or educational service, with demonstrated expertise in integrating student learning end assessment. He or she will also have that ability to work across acedemic disciplines in support of strengthening ecadamic standards and student learning. Experience in menaging innovetive academic initiatives is highly dealrable. Evidence of superior commun cations and interpersonal skills is essential.

The salary is competitive and employee bensills ere superior. Please send letter and reaume belore August 7, 1992, to:

Ms. Rosemeile McGrath Executive Director of Human Resources The College Board 45 Columbus Avanue

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University of Milami School of Medicine seeks self-starting medical journalist to package stories for news media. Degree and five years' media or public relations experience required, medical/schoic writing perferred. Spanish-speaking a plus. Send resume and writing samples to: Office of University Relations, P. C. Bax 248105, Coral Gables, Florida 33124.



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Research Associate for Plenning and Academic Programs

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Responsibilities: The successful candidate with conduct research and analysis
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Salary: Starting compensation will be competitive depending on qualifica-tions and experience plus the standard state of Missouri benefit package. and the dependence place are standard state of Missouri benefit package, completed applications must include a letter of application, reliable of our completed applications must include a letter of application, reliable of our complete applications are supported to the state of the many state of the foliable of the state of the titles, and telephone numbers of each state of the interviewed with be expected to provide academic transcripts and a recent professional winting samples. South air miserates us.

Mrs. Janet Butcher
Senior Associate for Accounting Services
Coordinating Board for Higher Education
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### Assistant Director of Financiai Aid

This position will cause in call the deales of the Fiscondel Aid Office in reviewing and processing Financial Aid forms and orbitage prospecting of the control of the control forms and orbitage prospecting Financial Aid control of the orbit to them. Some responsibilities in coordinate with the Admissions Office will also be expected.

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Résumés should be forworded by July 17 to Ronald Shunk, Director of Financial Aid, Gellysburg College, Gettysburg, PA 17325.

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### DIRECTOR RESEARCH SERVICES DIVISION

### Institute of Paper Science and Technology

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Is responsible for extensive client contect and proposal proposation.

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A complete application must include a letter of application, current resume, and nerses, addresses and talephone numbers of at least three professional references.

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Screening of applicants will begin immediately and will continue until an appointment is made

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### **SCRIPPS COLLEGE Director of Public Relations** and Communication

The Director of Public Relations and Communications and publications in Scripps College is responsible for all made and publications in Scripps College in Responsible for all made President and other members of the College in The Director review with the President and replacement of the president of the Scripps of the Public Publ

many contact with lock, regional, and nanonal media. The Director must lave excellent sold managerial ability demonstrate exhibit strong interpretonal eletters and managerial ability demonstrate successful experience in implication of managing a middle and public relations program strong intens in the violes and mission of a small blood arts collega for woman. Bards agrees required. Salary com-mensurate with experience. Excellent beneath program. Candidates should submit a letter of application, résumé, and the names and addresses of three references to

Unda Davis Taylor
Vica President
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Scripps College
1030 Columbia Avenua
Claremoni, CA 9171

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### Middle Tennessee State University AREA COORDINATOR UNIVERSITY HOUSING

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The Director is responsible for development of policies and ma Interior in reponsition for development of policis and programs; pilot project development and implementation at regional and state leveler, proparation of research reports, evides speeches, and proposals; management of on-going project; and direction at the work of staff and consultants.

The auccessful candidate for this position will be an inno-The successful conditions for the position will be an anoway aggressive individual with the ability to build the organisms. A combination of graduate work at field-related expenses. both economic development and science or engineering is required; experience ar education in public policy, education and industry would be a plus. Strong administrative and management, fundraising, and verbal and written communic tions skills are necessary, as is a knowledge of state government

Application review will begin immediately and confine unit the position is filled. For a full job description and application, write to Search Committee, Southarn Technology Cound, P.O. Box 12293, Research Triangle Park, NC 27709.



Southern Technology Council

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### Director

## Intercollegiate Athletics

Who Ferral University, increted its Winston-Salem, North Candina, is a govern 15 year-old illeral arts university with approximately 5, 300 students and 600 faculty in six acheois (including the linemass Cary School of Medida).

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groups.

Canidoles must possess a Bachalor's degree as a minimum, with lurther study preferred. Successful administrative experience is preferred, along with evidence of personal and professional integrity, commitment to MCAn also compliance, and support of associated and altimustive active.

The position offers a competitive salary and henefits. The individual selected for this position will be expected to just the University as soon as

Applications and nominations, accompanied by resume, will be se-virsed leginning immediately. They thould be received by July 15, should be addressed to:

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Recorable for the Administration, coordination, development and expension of the inter-campus recruiting and internstep populars. Increase conditional or two rishops and career lains; production of fice newslotters and related publication, reveal at management of the graduate and professional testing measurement.

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SEND RESUME with salary requirements to: Office of the banof Student Services / Cereer Planning & Piscament, FORDKAM UNIVERSITY, McGinley Center, Room 224, Bons, New York 10458. Deadline: July 24, 1992

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## Assistant Director

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Starting Data: September 1, 1992 Application: Forward letter of application and a detailed résumé and references by July 27, 1992 to:

Mr. Joseph A. Coldren Director of Admissions Office of Admissions Lock Haven University Lock Haven, PA 17745

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### Director of Development

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Linbertly of Dellat
LB45 E. Northgala Drive
Irving, TX 75062 Phase respond by July 31, 1992.

### Institutional Research Associates The University of Mississippi **Medical Center**

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Bulletin Board (202) 466-1050

### Director Office of Information Technology (OIT) University of the Pacific

Stockton, California Plan, organize and direct OIT operations to support academic/administrative information systems on main campus in Stockton, Dental School in San Francisco. McGeorge School of Law in Sacramento. About 5,500 students, over 300 faculty. Responsibilities:

\*Liaison between campuses to formulate policy for vice presidential approval.

Feasibility studies, conceptual designs, determine software and hardware requirement, prepare reports on computer support issues.

\*Identify opportunities for expanded computer usage. \*Develop academic/administrative computing policies. \*Plan, direct, control information systems operations.

\*Negotiate vendor contracts. \*Provide consulting services for University.

\*Prepare and maintain annual computer budgets. \*Maintain working knowledge of current and future computing technology and trends.

\*Select, evaluate and supervise OIT staff.

Minimum Requirements: Masters degree in computer sciences, information systems or equivalent experience. Minimum 8 years experience, including managerial

level at University. Equipment: University's OIT supports a Unisys A6 machine for administrative work and a cluster of DEC machines running VMS and Ultrix on a campus-wide ethernet. University is undergoing review of its future

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Salary, benefits competitive. Affirmative Action/Equal Opportunity Employer



### COLLEGE STORE DIRECTOR

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The Univarnity of Texan Systers invites applications for the position of Associate Director of Human Resources Operations. The University of Texas System Administration in the administration is the administration of the administration of the supering the state of the supering t

throughout the State of Texas.

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Position is open until filled, Applicante should send a résumé or application which shows avidence of the qualifications noted above to:

Mr. Trannin I., Jonas Director of Human Rasourcen The Univarity of Taxas System Ashbel Smith Hall, Srd Ffoor 201 Wast 7th Streat Auntin, TX 78701-2931 (512) 499-4588

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Dr. Unginis M. Coumbs Associata Dean of the College Concordio College 901 S. Bighth Street Phone: (218) 200-3001; fee. (218) 299-3947 APPLICATION DEADLINE: JULY 15, 1992. An Equal Opportunity Employer

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### DIRECTOR OF STUDENT ACTIVITIES

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illional references. Send au прриспиов пиме
Annocinia Vice President for Studeot Life
Occidental College
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Los Angeles, Californin 90041

All application materials must be received by Friday, July 17, 1992.

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## ASSISTANT TO THE DIRECTOR James Madison University

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Applicants must have a Bachelor's degree, 3-5 years' develop ment experience, exceptional interpressonal and oral commodation skills, and excellent writing ability. Must be able to work independently and relate well to high-powered abuse constituency with poise and self-confidence.

Assistant

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The College needs to experienced four-training professional to solicit gifts. The applicant will complement the entiring development resource still and work at a tenn member toward the overall goals of the College's nile velopment program. The College must catage and broaden are base of around giving from shound, friends, emporations and foundations. College of Pharmacy

Applicants must have carned a bachelor's degree or commensurate equivalent, deor-oustacted personautrate equivalent, deor-oustacted personautrate equivalent, deo-licitation of larger giffs and show profi-ciency in oral and wrines communica-tion.

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Pleare send a risund and cover leaver, indicating the position of interest, to the Office of Flumen Resource, Manachusets College of Pharminer, and Allied Health Sciences, TV Longwood Avenue, Boston, MA 02(15. No phone cells, please.



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### **ADMISSIONS COUNSELOR**

Western New England College has an immediate gowing to as they led program to the University of the College of



### THE CATHOLIC UNIVERSITY OF AMERICA

### Dean of Admissions and Financial Aid

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## **DIRECTOR AUXILIARY SERVICES**

Antelope Valley College is a rommunity college in the Chiliumia system and is located in northesel Los Angeles Cuuniy. Enrollment in in excuss of 11,000 students. The Antelope Valley in Immed for its mild, amog-free disaste and average of 320 dnys of sunshine. Alfordable housing readily swilable.

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Diftee of Human Resources
Antakupe Valley Cullege
3041 West Avenuo K
Lancaster, CA 93536
805/943-3241, axt. 255

All application materials for those positions must be received by July 24, 1992. Interviews will be at Antalope Valley College and some traval estitates will be presided.

Antelope Vallay Community Cullege District is an Affirmative Action, Equal Opportunity Employs:



### **University of Redlands** ASSOCIATE/ASSISTANT DEAN INTERNATIONAL ADMISSIONS

We are searching for an administrator to plan and implement recruitment, tentrolipt and record avaluation, and all correspondence for international tuttents. All suchor's Degree, 3-5 years' experience. In undergudates arthoises with at least 2 years' operience in international student admission extended. Pacifical visiting, interviewing, and public spossing skills, along with ast understanding of the value of a liberal sist education and the shilling to communicate this to international students.

Located 65 miles east of Los Angeles, Redlands offers excellent educational opportunities in close proximity to mountains, deserts, and beaches. Salary commensurate with experience. Heview of résumés will commence July 24, 1992. Plesso send cover letter, résumé with salary history, and 3 professional references to

University of Redlands Human Resources Center 1200 East Colton Avenue, P. D. Box 3080 Redlands, CA 92373-0959 Att: Admissions Dean Search EOE

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Norring, Santroctor, S.A.U. 2. secciou großpartroctor, S.A.U. 2. secciou großsection großsection

### Director **Utah Supercomputing Institute** University of Utah

Applications and nominations are invited for the position of Director of the Uteh Supercomputing Institute at the University of Uteh Wester and anothers with the highest evodentian in High Supercomputing Institute at the University of Uteh Wester and anothers with highest proceduration in High Supercomputer of the University of Uteh Supercomputer of Uteh Supercomputer in solutions and projections in High Performance Computing, it is anticipated that the accessful candiferror of Computing, it is anticipated that the accessful candiferror and Amelicant Supercomputer is a solution of the Supercomputer of Computing Computing Supercomputer of Supercomputer of Supercomputer of Supercomputer Contrary and University Supercomputer of the Years' Supercomputer Contrary and United Supercomputer of Supercomputer Contrary and United Supercomputer of Supercomputer Contrary and United Supercomputer and Amelicant Supercomputer of Supercomputer Supercomputer

Pleans send your curriculum vitne and supporting information to Ms. Shirley Wakins, Personnel Dapartment, 101 Annox, University of Utah, Sait Lake City, Units Matil 2. Applications will be accepted until August 31, 1992, or until n qualified candidate la identified.

The University of Utah is ao Equal Opportunity,
Affirmative Action Employer.

### DIRECTOR OF TEACHER EDUCATION

DIRECTOR OF TEACHER EDUCATION

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## JAMES MADISON UNIVERSITY

**Director of Technology Resources** College of Integrated Science & Technology

Sprice as his principal accords for planning and project management requirements needed for new building programs and speeds purpose education function required by the College of Interpreted Science is Endonedoe, Initiates and coordinates the instructional acts reduced to the control of the

narries (labor and delivery, post partum d nawborn narrary). Excellent commi-nation stells. Salary commensurate with salifications. In addition, SAU offers as neclegit frings bestells mackage. Wall-serteary emphasis at SAU is on high a prinsary emphasis at SAU is on high 

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### DIRECTOR INSTITUTIONAL RESEARCH **AND PLANNING**

This senior level staff position requires a person with the vision, ambilion and experience to develop a world desa inalitutional research and planning function at Georgia Tech. Applicatione indiqualitied woman and minorities are especially velicomed.

qualified woman and minorities are especially velocimed. The Director villa have exponsibility for maneging a comprehensive institutional Research and Planning office and will report to the Vice President of Stratego Planning. The Othos provides analytical support for the Institute resource allocation, marketing research, comitious improvement and seasonement efforts, entragic planning, internal and external exporting, space utilization and aid hot policy active to the Comprehensive Commitment of the Commitment of C

Associate Vice President for Facilitias. Georgia Tuch histope peaces with live to leny years of policy analysis and planning experience with a large corporation, public sector comparisation or universality to sopy, the requires premo with a final properties of the requires premo with 17 or operations research. The condidities should have the expectly to include the institutional Research and Planning Office unity TOM principles, the ability to work with a wide range of customers, the skill communicate effectively in oral and white norm, and assistantial apparations with micrographic based applications software, com-

Duest networks that large to an unusers.

The Georgia I settlutu of Technology is a major research university located on at attractive campoe in the bear of Alexna Currently and the settlement of the settlement of the settlement of the settlement of the President of the President has setablished the post of makely file institute the premier technological university of the 21st Certury! It is volunt and registly evolving university it which sections tend of the language of hand in hand. Greater Allands is a targe, devines and genuinally licetical city will great exconnels and calcular all energy in the contraction of the president of the settlement of t

Our goal is to select the Director of Inetitutional Research and Plan ning as econ as possible, but credentiels will be accepted for con-sideration until the position is filled. You may contact Mr. Gary Valson, Chair, Search Committee for the Director of Institutional Research and Planning, at 404/853-9044.

Applications and noministions should be sent to Mr. Gary Watson, Chail, Search Committee, Code CHE-MCH180, Office of Human Resources, Atlanta, Q A 3032-0438. Satisty and benefits for the position are competitive. The Georgia Institute of Technology is an equal aducation and employment opportunity institution.

## Georgia Tech



## CHIEF OF PUBLIC SAFETY

Amherst College, a private, cooducational, undergredunte, liberal arts, residential college of 1570 studeate and 650 employees located in West-arn Massachusetts, invites applications and nominations for the position of Culef of Public Safety.

of Chief of Public Saioty.

Fastilion will be responsible for managing the operations of Security and the Communicational Center to insure continuous effective and stiffcent properties. Reporting to the Discretion of Physical Plants. The position will approve and their asterior of 12 fall-time security personnel, 2 communications as notices as addition to the development of the public security personnel, 2 communications are proposed as addition to the development and implementation of departmental policy and procedures, positive interaction with students, and Elason with the Dans of Students Office.

Candidaten should possess a Bachelor's degree in Criminal justice/Law Enforcement or related field, plus at least five years' experience in a supervisory role, prefembly on a college or small university campus. Salary is highly competitive and commensurals with education and experience, and includes excellent fringe benefits.

Letters of normalston or application, including a current resumé and the names of three references, rhould be addressed to Personnel Office, Box 220s, Amherat Callego, Amharst, MA 01002-2000. Applications must be received by July 29, 1992, to assure consideration.

Amherit College is an Affirmative Action, Equal Opportunity Employer and encourages women and minorities to apply.

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### SEARCH EXTENDED

Associate Dean, Financial Aid, Resource & Information Menegement Services

Saving as a member of the Academic and Budent Development Ser-loss Administrative Leadership Teem, the Associate Dean will provide inadership for full and part-time laculy and salin in a variaty of assign-part of the service of the service and the service of the service of the opmant and apporting, and healthwellness services.

The auccessful candidate will possess a Mestar's degree in Student Personnel Administration, Councelling, Business or in a related area and three years of demonstrated managetals or professional acceptance related to the position in a minimum of three of the tollowing areas:

artees:
1) financiel aid management
2) scholarship/tund davelopment
3) grant/proposal willing end management
4) information management and report willing
5) supervisory experience

SALARY—\$44,200-\$57,752 commensurate with experience. Sharty - yes, survey, rue communitures with experience.

Each applicant should authorit a lotter desiring specifically how you meet the elated qualifications; a current resums; tenancipts (photo copies acceptable for acreaming); and a MCC application form. SCREENING TO BEGIN JULY 21, 1992,

Call or write the Employee Relations Office for an application:

Director of Personnel and Benefits
MACOMB COMMUNITY CDLLEGE
14600 Twelve Mile Road
Watten, MI 48093
(S13) 445-7885 EEO/AA EMPLOYER

## Asnuntuck COMMUNITY College

### Dean Of Instruction Anticipated Starting Date:

Annutuck Community College seeks Mester's depresed professional for this ley if bronoth management position. Reporting directly to the Practice, the Dean of the Reporting Control of the Practice (so placement and excepted set) as seed of the Practice (so placement and excepted set) assessing college, see seedemin need to provide the provided set; so reducing and developing for the Practice and Practice an

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COMMUNITY & TECHNICAL COLLEGES of CONNECTICUT

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College

Butler, Pennsylvania

Butler Coucy Community College icottes applications for the positions of Deas of Sustema: The Deas of Sustema is directly responsible to the Presidence of the College for the Insteading of the College's Student Services Program with primary responsibility for the supervision and management of Enrollment (editablisce, placement resting and advisings). Finantial Adj. Community Jeanning Coster, Sustem Activides, Physical Development and Adhesics, and Child Care Services.

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lomrested spiliram should send nietter of application and current resume to: Office of the President, Butler County Community College, P. O. Box 1203, Butler, PA 16003-1203. Applications are due AUGUST 31, 1992.

Butler County Community College is an Equal Opportunity, Affirmnive Action Employer.

ASSISTANT DRAN OF MULTICULTURAL AFFAIRS

Grinnell College, a co-educational, liberal arts institution with an enrollment of approximately 1250 students invites applications for the position of Assistant Dean of Multicultural Affairs.

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The Additional Deam, reporting to the Dean of Students, is chorged with providing leadership and direction in cultural, aducational and social programs and motivities for atudents representing attract minorities, international atudents and other schools are reported.

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### Dallas County Community College District DEAN OF STUDENTS DEAN OF THE BUSINESS DIVISION **Butler County Community College** Brookhaven College, Dallas, Texas

Brouklaven College, part of the soven-templer Dals Com-munity Critical Part of the soven-templer Dals Com-position of Dear of the Business Division Broadward in a 28-acru, 10-faultiling campus, with an enunlimental pa

should be Dallas. The Dan's position is responsible for the overall planes sales, budgeting, and supervision of full-time and particular personal budgeting, and supervision of full-time and particular personal budgeting, and supervision fundamental of the devian supervision personal programs, participation in the selection of full management of the particular personal programs, participation in the selection of full management personal pers

division discipline.

Requirements master's degree in accounting, office users, as management, marketingmanagement, conomics, compute to management, marketingmanagement, conomics, compute to station, with 18 godinate hours in one of the above turber to carrier to management, economics, or CIS; and must be compute Winter. FOR APPLICATION; ploses send résume, éducation, and asialements of education, management, and evaluation, and salaements of education, management, and evaluation publics to Ms. Anne Brouby, Office of Vice President of Infection, Brookhaven College, 1939 Valley View In., Farmers Brach, It 25244-4997. A DCCCD application will be forwarded is application for completion and return, in order to be considered, allow the college of the proprietor materials (six learner materials be recibed in the College of the Colleg

EEO/D/AA Eniployer

### Dean of the School of Pharmacy University of Wisconsin-Madison

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Professor Joseph Robinson, Chair Search and Serson Committee University of Visconsin-Madison 134 Bascom Hall, 500 Lincoin Drive Madison, Wisconsin 58708 Telaphone (2008) 262-3956

The University of Wisconsia is an Equal Opportunity, Affirmative Action Employer,

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### Dean of Admissions/Financial Aid

Salistary State University is seeking a crenitive individual with extensive admission operators to recolline in planning, target marketing runs and the second of the seeking of the seeki

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recruitment and administers programs for freshmen and transfer students with specific emphasis or attracting highly qualified and mulsates absorbing,
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ing; a seek to broaden the nihnic and cultural scope of the student body; a supervise tim professional, support and student staff; a coordinate the integration of the campus community into the admis-

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## University of Baltimore

## DEAN OF LAW SCHOOL

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### Dean of **Academic Affairs**

COUNTY

Applications and nominations are invited for the position of Dean of Arademic Affairs at Schenec-lady County Community College.

COMMUNITY
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The anution upremong energies in processimely study murson. The Born oil Anomein Affairs perior directly in the President of the College, serven as a member of the President's Council and provides leaderships and mininfeature memagement for the development, Imple-nentiation and maintenance of accelerate programs. The Dean in respon-sible for curriculum development, the newlewindunistation of condendur-pations, division budget and planning, and is a number of the Curriculum Committees and Accelerate Pottless Committee of the Faculty.

Areas supervised by the Deam of Andeelic Affish Include seven ac-demic departments; library md media services continuing education including budness med Includery statining and academic services in tud-long records, registration, seademic computing and academic advisting. The Dean provides isoderable in the recruitment and development of larully, and reviews and recontamends appropriate action on the appoint-ment, retention and promotion of faculty.

Qualifications for the position include: an earned doctonies in an appropriate field and textiling experience at the Gologo bower fine repersonal results of the control of

The Dean of Academic Affrica will, ideally, assume this position on or about January 1, 1993. The storting matery is \$54,000-\$60,000, with excellent fringe benefits.

Applicants should send a letter of application and a resumé by August 17, 1992 to:

Ms. Carolyn Taylor
Coordinator of Personnel Services
Schunecindy County Community College
R Washington Avenue
Scheneciady, New York 12305

Women and minodiles and persons with disabilities are encouraged to apply. EOE/AA



### DEAN OF ACADEMIC AFFAIRS & REGISTRAR

Nominotions and applications for Dean of Academie Affairs and Registrar ore invited. Position available September, 1992. Springfield College in Illinois (SCI) is a mask, two-year, thereil ast institution founded in 1929 by Umplino Staters Enrollment 400. Located in state capital with major medical achoof, community college and state university.

DUTIEB: Chiel neademic officer and registrer. Total faculty of 25 PTE. Direct a academic affairs, registrer, library and conducts some institutional research. COLUMN CHAIR, register, sursay and conducts some trasflutional research QUALIFICATIONS An earned doctorels strongly desisted. Proven acade to and mensiogenment experience. Ability to be a creative educational leader work with faculty, stalf, and students in our efforts to continue excelle at SCI.

as ISU.

COMPENSATION: Based on experience, low 30°a Send vite, letter of application, or nomination, references, solary history and one page assay on particular old or Doan and Registra by August 3, 1979; e. Search Committee, SCI, 1500 North F9th Steet, Springhold, II. 62702. AVECIC implication profiles and woman are encouraged to apply.

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### **DEAN FOR ENROLLMENT** DEVELOPMENT

Loyote University Chicago Invites applications and nominations for the position of Dean for Enrollment Development.

Loyola University Chicago is an Independent, private, multicultural Jesuit Catholic institution of higher aducation and heelih care. Loyola's 10 schools end colleges, institutes, 75 ecdemic departments and medical center provide the best in quality higher adumedical center provide the Dest in quality regres sour-cation and health care to students and patients regionally and nationally. From its founding in 1870, the institution has grown to become one of the coun-iny's largest Catholic universities enrolling approxi-metely 15,800 students on its five campuses.

The Dean for Enrollment Development reports directly to the Vice President for Student Alleis and sarves as a remote of the sent management same servers as a server see a remote the server se

There are \$6 full-time professional and support staff in these departments. The Admissions Counseling Office recruits and environment, 1300 new students to Loyota full-time undergraduted cotteges exhibited to the staff of the

Applicants for this position will have demonstrated success in merisding and recruitment strategies, etc. and a continuous merisding and recruitment strategies, etc. and a continuous desired for technical medical policies, procedures and systems. The successful candidate will be able to work as a member of a teem and have excellent of continuous communication and interpersonal addle. The applicant will also have a respect and sentitryly for the values and itsulician inherent in Jesus and the process of the proc

Interested candidates should send e leiter of appli-ciation and professioner ville by August 15, 1992 to Daniel F. Bernes, Ph.D., Death, Counseling and Development Berrices, LOYOLA UNIVERSITY OHDAGO, GOSEN N. Shardsha



### CERRITOS COMMUNITY COLLEGE DISTRICT

Norwalk, California

Certilos College la single campus community college directi located in southeart Los Angeles County with an excollerent of approximately 2,2,000 motionts) is accepting appli-cutions for the following full-timo administrative positions in the effective in 1992-93 acatemic year: CLOSING DATE

acatemic year:
POSTION
Administrative Dean of Multitudural Studies
Director of Economic Development/Foundation
Instructional Dean of Bailmest Division
Instructional Dean of Bailmest Division
Instructional Dean of Humanities
Instructional Dean of Humanities
Scalal Sciences Division

July 27, 1992 Annust autary ranges are \$72,108-581,894 for Director of £ 568,172-577,328 for Instructional and Administrative Deur por family medicalizational/Arison benefits, and \$40K employee life in \$180 Teacher's Retirement System. Salary schedule is available.

Personnel Services Cerritor Callege 11116 Alandan Bivd. Norwalk, CA. 90850 Teksphoner 31 8-860-2451, Ed. 249 Teksphoner 31 8-860-4714

**FOE/AA Employee** 



September 10, 1992 August 27, 1992 July 29, 1992

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The Dean of Librard Arty and Sciences is responsible for leadership and supervision in all areas of activity in the College and its department, fields participates in multitutional policy and decision-making as a meazer of the Dean's Collecti.

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Salary will be commensurate with qualifications and experience and ladder an excellent fringe bornelit package. Appointment is preferred by Jazan, 1993 and no later than July 1, 1993. Subrealt by August 14, 1993, shared application, current relaumed, and the names, addresses, and elegipton as-born of three references in:

Chairperson, Search Committee for Dean, Liberal Arts and Sciences of Office of the Provent Kutztuwn University Kutztown, PA 19330

KU is an Affirmative Action, Equal Opportunity Employer and activity solicits applications from qualified womeo and minorities.

**DEAN OF** 

STUDENT

SERVICES

Wayne County Community College serves 12,000 students at five urbar/auburban campuses throughout Greater Dairoit, Michigan.

Qualified applicants are sought for this highly visible Citismise appricants are sought for the responsible for providing leadership for the Collega in the areas of student services and student development. Report-ing to the Vice Prastident-Academic Affairs, this poellion is responsible for Admissions, finandaletic.

position is reaponaisse for Authisarons, interest foreign student registration and student records.

A Master's Degrae is required, Doctorata praistred. Five years of rasponsible related experience includ-

ing recruitment programs, managament of federally funded financies aid programs and knowledge of Perkins Act Funding. Experience with a multi-cambra to ball the nation and the com-

Respond with a détailed resume and transcript to:

Wayne County wayne county Community College Attention: Human Resources 2 and Floor - Administration Bidg-801 West Fort St. Detroit, MI 48226

EOE/AAMFHV

pus institution preferred.

1888

QUALIFICATIONS

DEAN OF THE COLLEGE OF

LIBERAL ARTS

AND SCIENCES

Kutztown, PA 19530

KUTZTOWN UNIVERSITY

### UNIVERSITY OF ARKANSAS AT PINE BLUFF

### Vice Chancellor for Student Affairs

The University of Arkensee et Pine Bluff invites applications and nominations for the position of Vice Chancellor for Student Al-fact. The Linkership of Arkensee et Pine Bluff, a land Grant for the Chancellor of the Chancellor of the Chancel of t

Montacialo, a Montar's degree in com University of Arxiness et Montacialo, a Montar's degree in com University of Transport of Transpor

The successful candidate for this position will have a Mester's degree; a doctorate is preferred; and will have demonstrated managerist skills and credentials including a minimum of five years auccessful administrative experience in Student Affaire and possess.

- 11) A record of strong administrative and supervisory experi-ence releted to student affairs
- Of Students to student strains of the strains of
- Demonstrated success in premeting and supporting a di-verse student body

Candidates whining to be considered should submit a detailed leater of interrest custining their educational philosophy and commitment, a current resume highly sing poblewernest releaded to ordered and ordered control of their control of their

The search committee will begin to review resumes by July 15, 1992. An appointment to the position will be made on or before August 15, 1992. Bend nominations and applications to:

Baarch Committee for Visa Observation of Special Committee for Visa Observation for Student Affairs
1800 North University
Pine Blaff, Arkanes 7/851

Affirmative Action, Equal Opportunity Employer

### **DEAN OF STUDENTS** MISSOURI VALLEY COLLEGE Marshall, Missouri

Alternative Mailly coding invites applications for the position of Dean of Stu-chests to the Billie Maille Maille

All Summanuscus vera warr as evera or the Conge, Allssount Valley Colleges I 100 students, coad, include approximately 250 residents and 250 communers. Nearly one-half of student majors are in the business and 350 communers, Nearly one-half of student majors are in the business and social science sees, and one-bount in baselier conscission. One-half of the student book participate in e strong NAIA variation of inser-creticals archerics.

Coregular advents.

Macraila, Microuri, e presperous community of 15,000, is focaled hallows and market and eathers day park. Manchail is proud of its order of market and market and eathers day park. Manchail is proud of its order of Arnou Rock with and eathers day park local art and cast shops. The Missouri River Valley and nearly state and market a

To apply: Letters of nominadon or application, along with résumé and references, should be sent to J. Kerneth Byant, Dean of the College, Missouri 65340.

Beautrich | Economic | Fooded | Perior | The Street | Str

### POSITION ANNOUNCEMENT **DEAN OF THE SCHOOL OF HEALTH RELATED PROFESSIONS**

The University of Mississippi Medical Center . Jackson

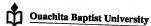
The University of Mississippi Medical Center invites nominations for the position of Dean of the School of Health Related Professions, one of four health professional schools on this health sciences campus. The School of Health Related Professions offers two-plus-two baccalaureate curricula in cytotechsoils of the two-put-two baccasureate curricula in cytotech-nology; dental hygiene; health record administration; medi-cal technology; occupational therapy; physical therapy; and respiratory care and certificate programs in emergency med-ical technology and respiratory care technicular training. To-tal enrollment in all programs in 1991 was 370.

The University of Mississippi Medical Center is Mississippi's The University of Mississippi Medical Center is Mississippi's only academic health sciences center. In addition to the School of Health Related Professions, the institution houses the Schools of Medican, Nursing and Dentityry, graduate programs in the medical sciences and the 593-bed University Hospital, the teaching hospital for all programs.

The dean reports to the vice chancellor for health affairs, the Medical Center's chief executive officer. Candidates should have a Ph.D. or Ed.D. degree; extensive experience in allied health education, including significant prior experience in administration; and have a record of scholarly contributions and participation in appropriate professional organizations.

Those who wish to submit a nomination for the position Those who wish to submit a nomination for the position should send the nominee's name, curriculum vitae and he hands and selephone numbers of three references to Dr. A. Wallace Conerly, Assistant Vice Chancellor, the University of Missasppi Medical Center, 2000 North State Street, Jackson, Mississippi 39216-4505, by October 1, 1992.

The University of Mississippi Medical Center offen equal opportunity is education and employment, MFFHV.



Outchits Baptist University seeks sominations and applications for Dean of its newly created Frank D. Hickingbotham School of Business. Outchita Baptist University is a private, church-related institution.

The Dean will be expected to provide leadership is areas of curriculum and faculty development. The Dean must also be committed to the mission and role of a church-related liberal arts university. Expectations for the position

Berned écotorale in an appropriate discipline within the School. Scoccasife College teaching experience. Commilience to calcarding in sevidenced by publications, research, and membrashy in prefast sonal learned societies, and membrashy in prefast sonal learned societies. "Deficiation to the discord-schole heritage of the university, with preference pives to an active member of a Scottlers Beptir church. A record of deministrative landership demonstrated through experience as dean, department chile, or comparable mesagential opportune.

Applicants should send a letter, vitae, and sense, addresses, and phono sumbers of at least these references. Review of anadidates will begin on October 1, 1992, and occuriase satill the spott into in Filler. The position will be filled no least than July 1, 1995. Address applications the Professor Donald Anderson, Cash, David vi Sterich Committee, Box 5710, Onachie Buptin University, Artsdelphia, AR 71998-6001.

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RULLETIN BOARD: Positions available



### Vice President for Business Affairs

Mount Union College invites opplications for the position of Vice President for Business Affairs. Founded in 1846, Mnunt Union is resident of the four-year residential coeducational college of approximately 1,350 students affiliated with the United Methodist Church. Located in Alliance Ohio, the College features a beautiful 72-acre campus and have long-standing tradition of fiscal otability

RESPONSIBILITY: The Vice President for Business Affairs is responsible to 1) establishing and mointeining on intograted financial plan; D designing and maintaining general and fund accounting systems; 3) preparing end inturpreting financial results; 4) supervising investment of endowment funds in accordance systems; 3) preparing and murprening inhancal resulting 6 supervising investment of endowment funds in accordance with frustee policy; 5) supervising maintenance of the College's physical facilities and grounds; 6) supervising other functions such as maintaining appropriate reletionships with the externel moditors and other related activities.

QUALIFICATIONS: The College seeks on individual with a blend of significant experience, strong communications skills, and nn appreciation of the assdemic seiting. The applicant must have an understanding of fiscal responsibility and cash management. Sacielar's degree and significant financu experience required; MBA, equivalent degree or CPA preferred.

APPLICATION:

Send letter of application and vita to: Harry Paldss, Assistant in the President, Mount Union College, 1972 Clark Ave., Allinnoe, the reasons, would man College, 1972 Linta Ave, Almino 00h04601. Search Committee will begin reviewing applications on July 24; applications will be accepted until position is filled. Anticipated starting date is Sept. 1, 1992. Salnry and benefits competitive. Women and minorities encouraged to apply.

An Equal Opportunity Employer

### WEST GEORGIA COLLEGE

### Vice President for Business and Finance

General Description: The Vicu President for Business and Finance reports effectly to that President and its engagement less to the general limited a open-seed of the Cheege accounting, payonly (in this late), internal audits sail proporty counting, certain stems and other first alsoritive, uperation and maintees of the physical plant; public solely, presented review, available with the proposed proposed plant; public solely, presented review, available with the proposed plant public solely presented review, available of the proposed plant public solely presented review, available of the proposed plant public solely presented and administration on as a function of the New Provident for Intelligent Section 2018.

Administrators reporting to the Vicu Prusident for Business and Financu are Directors of Business Services, Plant Operations, Auxiliary Enterprises, Per-sonnel, and Public Safety. The position cauties no faculty rank; however by college statute, the Vice President has faculty status.

coming season, the Vice Premister mas secure years. Qualifications it milliomen of a backer's larger IMBA and/or CTA pre-tured with relevant experience in college administration and floateful and ducilies management demonstrated shall high vervice recogniselyed yet office, they will various constituencies; strong management and organizational shalls experience in policy formation and implementation; verking knowl-ning of IMACIBO seadard and guidelines proferred.

Salary is commensurate with the background and experience of the individual selected. In addition, the college has an excellent fringe benefits

parage.

College West Georgia College is a statu college in the University System of Corogia oldring two-year, Four-year, master's, specialist's, and cooporative control degrees. With these endergradust schools and against school, more distant is in excess of 7,500. Capacity for resident students is approximately to the College's All one campos is just within the eventeem boundary. The College's All one campos is just within the eventeem boundary. The College's All one campos is just within the eventeem boundary. The College's All one campos is just within the eventeem control of the college of the control of the college of the

To Apply The position will be available beganning july 1, 1993. Nomina-tion should be sent to the address below. For full consideration, applications whould be reserved by Spetember 1, 1992, but the position will remain open when the procedure of the position will remain open the position will remain open and the position will remain open and at least three letters of professional references to.

Dr. Oavid Hovey, Chair Search Committee for Vice President for Business and Finance West Georgia College Carrollon, Georgia 301 t a

The names of applicants and nominees, résumés, and other general material are subject to public inspection under thu Georgia Open Records Act. West Cougis is an Affirmative Action, Equal Opportunity Employer and strongly ancourages the applications of women and minorities.

work of named science, speciesce of the computer and the

Vice President for Academic Affairs

# OTTERBEIN

Westerville, OH

Otterbein Collage invitas nominetione end epplications for the posi-tion of Vice President for Academic Affairs. The preferred starting date

is January 1, 1993.

The Wise President for Academic Affairs is the chief academic officer and reports directly to the President, in this apparentiation of all academic programs and support services, the Web President works with the programs and approximation of the Web President works with the report to the Yest President process and the Solivering individuals who report to the Yest President and Computing, Confining Medical Lorinaria, and Orinston et Academic Computing, Confining Studies, the Learning Resource Centre, the Learning Assistance Centrer, For-alon Studies Programs, and Gental and Special Projects.

aign fituent vrograms, and create and openier rupacts.

Olterbein Collage le committed to a collegie governence attructure and in the aprit of that system, the Vice Preadlast works with the toulty is ediministrating personal policies, developing the currioutum and managing the academic effeirs budget to enhance the codedmic

progrem:
The auccessful candidate will possess a doctorate from an accredited
institution; a documented record of softweeners as leastner, soft oir
end academic exhibiterator; affective interpersonal editie; all in white
ten end orsi communication; end a strong commitment to shared

governano. Clatebin in e United Mathodiel-ralatod, compreheneive, estactive lib-arel arts collego offening four-year degrees in 35 courses of atudy end meeter\* degrees in education and nursing. The College has epport-metaly 1,500 treditional age students, plus 1,000 part-time students excribed in dey evening and weetern doursee. Most attudents come from Ohio end have above everage a cademic bedgorounde. Weater-villa tree appointment of 13,000 and in e earbor to Columbu, the sate and

Nominations and applications should include a letter describing the qualifications for the position, a current returned and the names, achieves and telephone numbers of all less three professional references. Although superistions and nominations with be accepted until consideration. Illied, those received by August 17 will be given first consideration.

Send ell material to C. Brent CeVore, President, Otterbein College, Westerville, OH 43081.

Alfirmative Action, Equal Opportunity Employer. on ren reservances der goog un egeggenooconnum onnu del elem n

### VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES

## University of Missouri-St. Louis

Applications are being accepted for the position of Vice Chancellor for Admin-isstative Services at the University of Missouri-St. Louis. The vice chancollor is one of five who report directly to the Chancellor.

one of live who report emercity to imm. charicator. Administrative services include physical plant, facilities management, planning and construction, property acquisitions, environmental health and setting, police/transportation, human resources, and center surfilery and general services. The vice charication sto plays a leadarship role is the physical develop-

and construction, proposity excellations, extratorrames resears are severy expension. The control of the pulse is indicated to the pulse and control of the companion of the com

Missouri system personna.

The University of Missouri-St. Louis is a dynamic urban campus (ound ad in 1963. As one of this four compuses constituting the University of Missouris, fluid-asset that Liberty of Missouris fluid.

Liberty of Missouris fluid (or the Missouris of Missouris fluid (or the Missouris of Missouris fluid) (or the Missouris of Missouri

Candidate must submit a latter of application, a curriculum vilae, and names, telephone numbers, and addresses of all less them references. Completed applications, as cultimed above, must be received by August 7, 1992, and should be addressed to:

searct to: Chancellor's Office/401 Woods Hall Vice Chancellor for Administrative Services Search Committee Liniversity of Mascon-St. Louis 2001 Natural Bridge Road St. Louis, MO G3121-4499

tenticulum province 600. Responsibility for enteriors staff, prospensionite, and facility measurement staff, prospensionite, and facility measurement stated with two involves frontiery. Qualifications: Materia's sectioned, benchmark of the province of th noration includes: salary \$18,000 abstractioned and utilities, justice, resistance, conclusioned development fluiding and university beautiful. Player send letter of topic sandones where the salar player is a sumber of these refrequences (L. Lyus Orient, Disputer of Rectiones Life, \$1, drapping letters with the salar life, \$1, drapping letters will be exceeded until qualified causing a selected.

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Residence Lifes Assicipated opening. As-pisten Director of Viousine. Supervises four hall directors and assists with con-ellies openition. Marter's despro in Stat-dent Fernomed or related finell opinion plus at least one year of lives an experience at the hell director level or above. 317.0X, salary plus apaytiment. Scend latter of repoli-



### PROVOST

### North Carolina State University

North Carolina Stata University lavites applications and commutions for the position of Provost. The Provost is the chief academic officer. the position of Provost. The Provost is the chief scalestic officer.

WINVERSITY, NCSU is a Research University is and part of the Research Triangle. Sharing the distinctive character of fined-grout universities, it is preceding as a salional centre for research toscilog and at creation. It is a salional centre for research toscilog and at centre of the control of

Enrique columinia.

The University has appreciatately 3,000 faculty and other professional personnel. Distinguished faculty include combiner of the National Academics and Combiner of the Association of Research Liberaries, NGSU houts more than 35 interdisciplinary re-third academic of the National Academic of Research Liberaries, NGSU houts more than 35 interdisciplinary re-third academic of the National Academic of Research Liberaries, NGSU houts more than 35 interdisciplinary re-third academic of the National Academic of Research Combiner of National Academic Office of the National Academic Office of National Academ

and Pest Management, and the Precision Engineering Center. NCSU is expansing laterasearch and exchange apphilisities as the new 1,000-and Contential Compass develops. This compass will be a model for modern research investigal, an assessing city, the architectural building modern research investigation and the contention of the contential facilities, plazas, and contrivend. The configuration is designed to foster multidesciplanary research and to promote creative infrarection between NCSU scientists, utdenthy, and researchers and anterpressure to the content of the con

from the private sector.

NCSU passed a milastone to its history when it recently a stabilished the first 51 million endowed professorable, Siece that lines NCSU has referred to the control of the cont

accord, capital compasign of approximently \$230 million in 1993.

RESPONSIBILITYES; The Provots, as the principal exactionic officer, reports to the Chancellor and is responsible for the development of gif type of the chancellor and is responsible for the development of gif type. The Provots works closely with, and receives adult for fines, the Dame of the schoolst-colleges, Peauly Sentie, Vice Chancellors, and appropriate Lutrarity and and committees. The Provots is not not relief to the control of the control

and othical values of the University.

QUALFICKATIONS. The individual must but a scholar and have neuterinderederidals that merit appointment on a full professor with tenue. Minimized the professor with tenue. Minimized the professor with tenue. Minimized the professor is the applicant's zero of study dislinguistics arced as a faculty member, including teaching and assistion absolutely solvings unconstruction. The professor is the professor of the professor is the professor in the professor is the professor in the professor is the professor in the professor in the professor is the professor in the professor in the professor is the professor in the professor in the professor in the professor is the professor in the professor in

role ai a reasench university is desirable.

APPLICATIONS Stalys and benefits are competitive and commonstrate with operations and qualifications. Applicants should stabell a letter of the properties and qualifications. Applicants should stabell a letter of the properties of the day be excepted under September 1, 1979 or until a nativale confidence in some qualification of the properties of the day be excepted underly. Proved Secret Committee, North Carella's Size University, Box 7001, [Saletja, North

### CHAPLAIN

Orew University is currently recruiting a full-time Chepiein. The Chepiein is responsible for sessesing and responding to the opirtual neede end social concerns of the campus community. The University's historical foundation lies within the United Methodied Church

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DREW UNIVERSITY

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The Federal Executive Institute DIRECTOR

The LL Office of Personnel Management (OPA) is recruiting to fill the posi-dion of Director, the Federal Executive Insiliuse [FEI], a residential advanced by Federal executives located in Charlotteville. W. This position is in the Charlotteville. W. This position is not expense appointed will also be eligible for bonuses and financial awards based on personance will also be eligible for bonuses and financial awards based on personance.

**PRESIDENT** 

RUST COLLEGE

Holly Springs, Miselssippi

The Board of Trustess of Nast College Invites anominations, applications, and inters of properly for its position of president upon the referenses of Dr. W. Addition as of June 30 1933. The president is described your derives of the Addition as of June 30 1933. The president is described your derives of the derives of the Addition of June 30 1933. The president is described of June 30 1933. The college as its chief assective officiar.

Candidates board less was amend doctories and at least the years deriving the second of the second of the president of the pres

inquiries, nominations, and applications including two copies of vita for the position of President should be directed to:

Special Committee for the Selection of a President do Dr. Merlin D. Conousey, Chairman of the Committee P. O. Box 1329 Starkwills, Missianton 39759 Phone: [601] 323-0196

Supporting information, including references, will be requested by the committee at the appropriate time. The compensation and benefit package is negotiable and the screening of applications will begin on August 1, 1992. The search will remain open until the position is filled.

search was meann open until the position in illied.

Part College is educated in the control of the control of the college with a wide range of professional and pre-prolessional and college with a wide range of professional and pre-prolessional professional control of the college with the colle

Rust College is an Equal Opportunity Employer.

The individual sought will provide executive education leadership in staff selection and development, curriculum planning and design, development and delivery of innovative teaching methodologies, and management of a residential facility for housing and feeding participating succutives.

Conditions must provide endorre of strong leadership and direct experience in the administration of the condition of physics executive development program, a ment operation. Desired qualifications letter for training and every administration and a doctorate in public administration, business desiration for political series, or a desiry priested field.

Candidates should submit an "Application for Federal Employment," Standard Form 171, Bostmarked by July 18, 1992, to the address below. Copies of this form may be requested from and inquiries directed to Mark Reinhold, [202] 606-4315; please reference 92-525-009.

U.S. Office of Personnel Managemen Attn: SES Recruiter Office of Personnel, Room 1447 1900 E Street, NVV Washington, DC 24015

The Office of Personnel Management is an equal opportunity employer.



MATER DEI COLLEGE Ogdensburg, New York

### PRESIDENT

The Presidential Sorret Committee of the Board of Tustes bris applications and usersharities for the position of Tustes bris applications and usersharities for the position of the President State of the President State of the President State of the International Committee of the International Committee of the International Confession State of International Confession State of International Confession International C

Qualifications: The College seeks a president who is a successful leader with the following demonstrated qualifications:

leader with the following demonstrated qualifications:

a national declarate from an accredited institution;
an existed inclusive from an accredited institution;
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ages teamwork:

Incough understanding of two-year college fiscal matters, the ability to raise outside funding, and o akili in budget development and facel mannace per

ability to muse outsome functions, there is manufacted management, and flacid management is understanding of and experience with strategic planning and the need to involve all folieties constituencies of communication of the more functional student concerns, with a special appreciation for the non-finditional student appreciation for the non-finditional student appreciation for the non-finditional student is experience in facility planning and construction.

personality that is open, trusting, imaginative, and originate attention and culturations for hard work personal, visions justices are of himmor concern for people alrong interpreted shills; excellent version and written communication skills abily to motivate; exempliny character and integrity.

on nonunce excepting character and integrity.

Application 1, better of application or exponding to the selected scaliccultons as listed utbow, including ethicational background, politor
profile, personal characteristic, and current detaums should be abillited by August 20, 1972. Branthallous, myelizations and expesions of interest abouted the substituted to Mr. Charact Nuceskip.

Presidential Search Committee, R. R. 2, Box 45, Ogéandorg.

### Civil Education Project **Executive Director**

The Central European University's Civia Education Project larites applications for a full-time Executive Director. Applicants must have strong academic background in one of the social sciences, as well as poster administrative actilis.

edministrative kills.

The Cylic Bination Project CEP) is a joint educational project of the Certain European University and Yair University that artists referred to its the accide science department of Certain and European University and Yair University that artists referred to the Certain Certain and European Universities. Festivated in 1995 by two Americas graduate reloads. European Certain C

The Executive with their professional development mech. The Executive Director would overprea a lattif of it can also presponish for the overall direction of aspects of the project, negotiation with Centil and Eastern Exempean in universities, appreciation and evaluate of the control of th

Salary will be commensured with experience and qualifications. Issued ed applicants should submit a curriculum vitae to:

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Responsibilities included province makes, the constaining services must make the constaining services must be made to training unadout medical marketing strategy and the constaining training strategy and the constaining training training

**PRESIDENT** 

BULLETIN BOARD: Positions available

The Board of Trustees of Jersey City State Col-isge and Presidential Search Committee Invite applications and nominations for the position of

prealdant, Jarray Clty State College, New Jersey's Cooperative Education College, is a culturally di-versat urban institution located in the Greeter New York Metropoliten Area. It is one of the nins state colleges of the New Jersey System of Higher Education. The Institution offers undergreducte and graduate programs to over 7,500 students from 20 seletes and 52 countries and has a faculty of 250.

The President le the chief edministretive officer of the College raporting to the Board of Trustaes.

Degland criteria:

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8 Igrafilicent experience se e full-time collega or university faculty member.

Demonstreted leadership se a president
or sanior officer (Dee nor Vica
President).

Presidenti, se president or senior officer (Dee nor Vica
President).

Presidenti, se in public higher educetion,
orden aducation and in a multi-ethnic
end recial community.

Commitment to excellence and institutional autonomy.

Experience in shered governence and
cooperative education.

Experience with collective bargelning.

Experience with collective bargelning.

Affirmative Action/Equal Employment Coporturity principel Employment Opportunity principles.

Applications and nominetions with current re-aumas arould be automitted by September 1, 1992 to: Mr. Ronald Jackowitz, Chair, Pread-dantial Seeroh Committee, Jarsey City State Collage, 2039 Kennady Bouleverd, Jersey City, New Jersey 07305-1597

JERSEY CITY STATE COLLEGE





### PRESIDENT

Nominations and applications are insited for the position of President. When the state of the callege, committed to the avangalical Christian faith and rigorous scademio inquiry.

The President reports to the Sourd of Trastess and is the Chief Essenties Officer of an institution that consists of a college of Arts and Sciences. Conservatory of Music, Graduata School, and the Billy Graham Caster. The Callage is located in a residential suburh 25 miles west of Chicago and ancelle 2,000 students.

The College also owns and operates a acisnes station in South Dekota and a wilderness camp and academic center in Northern Wisconsin. waterness camp and academic conter to treatment rescuent A condidate for the position of President about heas an astraid doctorate or the applicant with relevant academic caperiones, apritual maturity and imagint, a vision for Christian higher education, and strong is aderable abili-

Pleasa submit recommendational/résuméa to the Office of the Chairman, Wheeton College, Wheeton, Illianis 60187. Destrabla starting date is sum-

Whaston College complies with Federal and State requirements

Model Springer Leitman Diesers, Casright Street, Str

SCA, P. O. San B., Treater, New Jersey and Facility of the Control of the Control

## Academic Affairs

Colleyville Community College is srek-ing applications for the position of Dean of Academic Affeits. The Dean reports directly to the President and is responsi-tion for implementing and estudating the comprehensive educational programs, providing leadership for faculty and sup-port test, and preparing and supervising the Instructional budget.

The successful candidate will have:

a An advanced degue BPAD perferencial.

In the state of contraction of the state of the st

a Commitment to applied leadership, personal ampowerment, and seam work.

work.

Please risk letters of application with a current reteame, gendrate tenancipta, and three current letters of reterritor to. Search Committee—Academic Dean Colley-tile Community College Attention: Carly Substand

11th and Willow Streets
Colley-tile, Names 67337

Screening of applicants will begin July 28, 1992, and will continue until a selec-tion is made. An EC/AA Employer.

CSR, InC., a research time, is seek-CSR, #ITC., a repeach time, is veriing yet-free recommands to conduct onthe examination of contributal factors
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Secretary CSR. Washington, DC 2003.
American T. Charles, 2003.

## **PRESIDENTS**

DAKLAND COMMUNITY COLLEGE

**OAKLAND COMMUNITY COLLEGE Highland Lakes** and

> **Orchard Ridge** (Two openings available)

Oblight Community College is a multi-campus public two-year institution of five locations arving more than 30.00 deuted spee sensets in Oblight College in Oblight Co

Expectations

Expectations is asserted to the president of Highland Lakes and for president of Orehard

Ridge, Calklard Community College seeks to assess experiences and preparation which

demonstrate the sbillity to lead by:

Intueing e vialon for the cempue learning community which aligns compatibility with OCLC a districtwide vision;

wenn OLL & classicityWide Vision; participating as a full member of the districtwide leedership teem while concur-rently enabling compus faculty, start, and edministration to work logaliter; e-providing focus and follow-through using teem management skills and problem-ship of the control of the control

forging coalitions both inside and outside the organization that benefit the learning community:

• listening and interecting with the college community on lesuae effecting the college;

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anticipating needs and leunching new initietives, particularly those sulted to a "suburban setting, which push the campus and OCC toward its strategic future;

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## **End Paper**



In the spring of 1985, I left my home in San Francisco to work in the refugee camps of eastern Sudan. It was an experience that often overwhelmed me. I knew I was having an experience with far more in it than I could absorb as it happenerd.

I kept a diary, and I compulsively took

photographs. The pietures are about refugees, but the story is really about Western relief workers. It is a story ubout confronting and attempting to remedy a set of circumstances that were far beyond our comprehension and control. It is a story about how we became part of the disaster we were sent to contain.

The test and photograph are from Dust to Dust: a Doctor's View of Famins in Africa by David Heiden, a photographer, physician, and research associate at the University of California's San Francisco Medical School. The book of journal entries and black-and-white photographs is published by Temple University Press. identifiable. But here the differential admission standards are remnants of the dint system with a continuing discriminatory effect, and the mission assignments "to some degree follow the historical ruicid insignments," 914 F. 2d, at 692. Moreover, the District Court did nut justify the differing admission standards based on the different mission assignments.

It observed only that in the 1970's, the Roard of Trustees justified a minimum ACT score of 15 because too many students with lower scores were not prepared for the historically white institutions and that imposing the 15 score requirement on admissions to the historically black institutions would decimate attendance at those niversities. The District Court also stated that the mission of the regional universities had the mare modest function of providing quality undergraduate education. Certainly the comprehensive universities are atso. among other things, educating undergradastes. But we think the 15 ACT test score for sutomatic admission to the comprehensive universities, as compared with a score of 13 for the regionals, requires further lusification in terms of sound educations

Another constitutionally problematic uspectof the state's use of the ACT test scures is its policy of denying nutumutic admisalan if an applicant fulls to earn the mini mum ACT score specified for the particular institution, without olso resurting to the applicant's high-school grades us an additional factor in predicting college perfurmance, The United States produced cyldence that the American College Testing Program (ACTP), the administering urgunization of the ACT, discurrages use of ACT scores as the sole admissions criterion un the ground that it gives an incumplete ure" of the student applicant 's ability to perform adequately in college. App. 1209-1210. One ACTP repart presented into lence suggests that "It would be foulish" to substitute a three- or four-hour test in place of a student's high-school guides as a means of predicting cullege perform ance. ld., at 193. The record also indiented that the disparity between black and white students' high-school grade averages was much narrower than the gap between their average ACT scores, thereby suggesting that an admissions formula which included grades would increase the number of black students eligible for automatic admission to all of Mississippi's public universi-

The United States insists that the state's refusal to consider information which would better predict college performance than ACT scores alone is irrational in light of most states' ose of high-school grades and other indicators along with standard ized test scorea. The District Court observed that the Board of Trustees was concerned with grade infistion and the lack of comparability in grading practices and course offerings among the state's diverse high schools. Both the District Court and the Court of Appeals found this concern ample justification for the failure to consider high-school grade performance along with ACT scores. In our view, auch justification is inadequate because the ACT requirement was originally adopted for discriminatory purposes, the current require-ment is traceable to that decision and alogly contlaues to have segregative effects, and the state has so far failed to show that the "ACT-only" admission stanland is not susceptible to elimination with out croding sound educational policy.

A second aspect of the present system the necessitates further inquiry is the widespread duplication of programs. "Unnecessary" duplication refers, under the Datriet Caurt's definition, "to those instances where two or more institutions offer the same unnessentiator non-core program. Under this definition, all duplication at the backbelor's level of non-base liberal arts and sciences course work and all duplication at the master's level and above are cansidered to be unnecessary." 674 F. Sum. at 1540.

The District Court found that 34.6 per cent of the 29 undergraduate programs at historically black institutions are "unnecessarily duplicated" by the historically white universities, and that 90 per cent af the graduate programs at the historically black institutions are unnecessarily duplicated at the historically white institutions Id., at 154t. In its conclusions of law an this point, the District Court nevertheless determined that "there is no proof" that such duplication "is directly associated with the racial identifiability of institutinns," and that "there is no proof that the eliminution of unnecessary program duplication would be justifiable from an educational standpoint or that its elimination would have a substantial effect un student choice." Id., at 1561.

The District Cour's treatment of this is use is problematic from several different perspectives. First, the court appeared to impass the burden of proof on the pinhittist meet in legal situdend the court itself uschauvelaged was not yet formulated. It can hardly be denied that such dupliention was part and purced of the prior dinal system of higher education—the whola nution of "separatic his equal" required diplicative programs in two sets of schools—and that the present unnecassary duplication is a continuation of that prucitee.

\*\*France and its prugery, tuwever, estab-

lished that the hurden of proof folls on the state, and not the aggreeved plaintiffs, to establish that it has dismontled its prior de Jure segregated system. Brown II, 349 U.S., at 300. The court's holding that petitiuners could not establish the constitutional defect of unnecessary duplication, therefore, Improperly shifted the burden away from the state. Second, Implicit In the District Court's finding of "unnecessary" duplication is the absence of any educational justification and the fact that some if not all duplication may be practicably eliminated, Indeed, the District Court observed that such duplication "cannot be justified economically or in terms of providing quality education." 674 F. Supp., at 1541. Yet by stating that "there is no proof" that elimination of unnecessary duplication would decrease institutional racial identifiability, affect student choice, and promote educationally sound policies, the court did not make clear whether it had directed the parties to develop evidence on these points, and if so, what that evidence revealed. See id., at 1561. Finally, by treoting this issue in isolation, the court failed to consider the combined effects of unnecessary program duplication with other policies, such sa differential admissions standards, in evaluating whether the state had met its duty to dismentle its prior de jure segregated system.

We next address Mississippi's schema of institutional mission classification, and whether it perpetuates the state's formerly de Jure dual system. The District Court found that, throughout the period of de Jure segrégation, University of Mississippi

pi, Mississippi State University, and University of Southern Mississippi were the fingship institutions in the state system. They received the most funds, initiated the most advanced and specialized programs, and developed the widest range of curricutar functions. At their inception, each was restricted for the education sotely of white persons. Id., at 1526-1528. The missions of Mississippi University for Women and Delta State University (oau), by contrast were mare limited than their other allwhite counterparts during the period of legalized segregation. MUW and DSU were each established to provide undergraduate education solely for white students in the liberal arts and such other fields as music. art, education, and home economics, td., at 1527-1528.

When they were founded, the three exclusively black universities were more limited in their assigned academic missions than the five all-white institutions. Alcarn State, for example, was designated to serve as "an agricultural college for the education of Mississippi's black youth. td., at 1527. Jnckson State and Mississing Valley State were established to train black teachers, Id., nt 1528. Though the District Court's findings do nat make this point explicit. It is reasonable to infer that state funding and curriculum decisions throughout the period of de jure segregation were based on the purposes for which these institutions were estab

In 1981, the state ussigned certain mis slons tu Mississippi's public universities as they then existed, it classified University Mississippi, Mississippi State, and Suuthern Mississippi as "comprehensive" universities having the most varied programs and offoring graduote degrees. Two of the historically white institutiona, Delta Stata University and Mississippi University for Women, along with two of the historically black institutions. Alcorn State University and Mississippi Vniley State University, were designated as "regional" universities with more limited programs and devoted primarily to undergraduate education. Jackson State University was classified as an "urban" university whose mission was defined by its urban

location.

The institutional mission designations adopted in 1981 have as their antecedents the policies enacted to perpetuate racial separation during the de jure segregated regime. The Court of Appeals expressly disagreed with the Dilatrict Court by recognizing that the "inequalities among the institutions largely follow the mission designations to some degree billow the histarical racial assignments." 914 F. 2d, at 692. In evertheless upside this facet of the system as constitutionally acceptable based on the existence of good-faith racially neutral policies

tha universities surely limita to some extent an entering student'a choice as to which university to seek admittance. While the courts below both agreed that the classification and mission assignments were made without discriminatory purpose, the Court of Appeals Sound that tha record "supports the plaintiffs' argument that the mission designations had the effect of maintaining the more limited program scope at the historically black universitties," id., at 690. We do not suggest that abseat discriminatory purposa the assignment of different situsions to various insti-

That different missions are assigned to

lutions in a state's higher-education system wanted raise on equal protection issue where one or more of the institutions become or remain predominantly black or white. But here the issue is whether the state has sufficiently dismantled its priar dual system; and when combined with the differential admission practices and unnecessary program duplication, it is likely that the mission designations interfere with student choice and tend to perpetuate the segregated system. On remand, the cauri should inquire whether it would be practicable and consistent with sound educational practices to eliminate any such discriminatory effects of the state's present policy of mission assignments.

Fourth, the state attempted to bring itself into compliance with the Constitution by continuing to maintain and operate all eight higher-educational institutions. The existence of cight Instead of some lesser number was undoubtedly occasioned by state laws forbidding the mingling of the races. And as the District Court recognized, continuing to maintain all eight universities in Mississippi is wasteful and irrational. The District Court pointed espeeinly to the facts that Delta State and Mississippi Valley are only 35 miles apart and that only 20 miles separate Mississippi State and Mississippi University for Women. 674 F. Supp., nt 1563-1564. It was evident to the District Court that "the defendants undertake to fund more institutions of higher learning than are justified by the uniount of financial resources available to the state," id., at 1564, but the court concluded that such fiscal irresponsibility was a policy choice of the Legislature rather than a feature of a system aubject to constitutional scrutiny.

Unquestionably, a larger miher than a smaller number of institutions from which to choose in liself makes for different choices, particularly when examined in tha light of other factors present in the operation of the system, such as admissions, program duplication, and institutional mission designations. Though cert shiply closure of one or more institutions would decrease the discriminatory effects of the present system, see, a.g., United States V. Lostishura, 718 F. Supp. 499, 514 (ED La. 1989), based on the present record we are unable to say whether such action is constitutionally reculred.

Elimination of program duptication and revialoo of admissions criteria may make institutional closure unnecessary. However, on remand this issue should be carefully explored by inquiring and determining whether retention of all eight institutions itself affects student cholec and perpetuates the segregated higher-education system, whether maiotenance of each of the universities is educationally justifiable, and whether one or more of them can be practicably closed or merged with other existing insuitutions.

Because the former de Jure segregated system of public oniversities in Mississip) impeded the free choice of prospective students, the state in diamaniling that system must take the necessary steps to insure that this choice now is truly free. The full range of policies and practices must be examined with this duty in mind. That an institution is predominantly white or black does not in itself make out a constitutional violation. But surely the state may not leave in place policies rooted in its prior officially-eggregated system that serve to maintain the racial identifiability of its university.

Continued on Following Page



### A New Era for Desegregation

## Text of Supreme Court Opinions on Mississippi Desegregation

Continued From Preceding Page versities if those policies can practicably be eliminated without eroding sound educational policies.

If we understand private petitioners to press us to order the upgrading of Jackson State, Alcorn State and Mississippi Volley solely so that they may be publicly financed, exclusively black enclaves by private choice, we reject that request. The state provides these facilities for all its citizens and it has not met its burden under Brown to take affirmative steps to dismantle its prior de iure system when it perpetuales a separate, but "more equal" one Whether such an incrense in funding is necessary to achieve a full dismuntlement under the standards we have outlined however, is a different question, and one that must be uddressed on remand.

Because the District Court ond the Court of Appeals failed to consider the state's duties in their proper light, the cases must be remanded. To the extent that the state has not met list affirmative obligation to dismantle its prior dual system, it shall be adjudged in violation of the Constitution and Title VI and remedial proceedings shall be conducted. The decision of the Court of Appeals is vacated, and the cases are remanded for further proceedings consistent with this ophilon.

It is so ordered.

### Justice Thomas's Concurring Opinion

"We must rally to the defense of our schools. We must repudiate this imbearable assumption of the right to kill institutions unless they conform to one narrow standard." W. E. B. Du Boia, Schools, 13 The Crisia 111. J. 12 (1917.)

In gree with the Court that a state does not sotisfy its obligation to dismantle a dual system of higher education merely by adopting race-neutral policies for the future administration of that system. Today, we hold that "if policies traceable to the defure system are still in force end have discriminatory effects, thore policies too must be reformed to the extent practicable and consistent with sound educational policies." Are, et at 10.

I agree that this statement defines the appropriate standard to apply in the high-er-education context. I write separately to emphasize that this standard is far different from the one adopted to govern the gradual context in Green v. New Kent County School Bd., 391 U.S. 430 (1968), and its progeny. In particular, because it does not compel the elimination of all observed reals imbalance, it portends neither the destruction of historically black-colleges nor the sovering of those institutions from their distinctive histories and traditions.

In Green, we held that the adoption of a freedom-of-choice place does not satisfy the obligations of a formerly be jure grade-school system should the plon fail to decrease, if not eliminate, the racial imbalance within that system. See id., at 441, Although reals imbalance does not itself establish a violation of the Constitution, our decisionn following Green included the presumption, often irrebuttable in practice, that a presently observed imbalance has been proximalely caused by intention-

al state action during the prior de jure era. See, e.g., Daytou Bd. of Ed. v. Brinkmun, 443 U.S. 526, 537 (1979); Keyes v. School Dist. No. 1, Denver, Colo., 413 U.S. 189, 211 (1973).

As a result, we have repeatedly authorized the district courts to ressign students, despite the operation of Sically neutral assignment policies, in order to climinate or decrease abserved racial imbalances. See, e.g., Swann v. Charlotte-Mecklenburg Board of Ed., 402 U. S. 1, 22-31 (1971); Green, supro, a 442.

Whatever the merit of this approach in the grade-school context, it is quite plainly not the approach that we sdopt today to govern the higher-education context. We explicitly reject the use of remedies as as student reassignment-i.e., 'remedies akin to those upheld in Green," Aute, at 10. See slso ante, at 9. Of necessity, then, we focus on the specific policies alleged to produce racisl imbalance, rather than on the imbslance itself. Thus, o plaintiff cannot obtain relief merely by identifying a persistent racial imbalance, because district court cannot provide a reassignment remedy designed to eliminate that imbalance directly.

Plaintiffs are likely to be able to identify, as these plaintiffs have identified, specific policies traceable to the *de jure* era that continue to produce a current racial imbalance.

As a practical matter, then, the district courts administering our standard will spend their time determining whether such policies have been adequately justified—a far narrower, more manageable task than that imposed under Green.

mat imposed under Greeu.

A challenged policy does nat survive under the standard we announce today if it
began during the prior de jure era, produces adverse Impaets, and persists without sound educational justification. When
each of these elements has been met, I
believe, we sre justified in not requiring
proof of a present specific intent to discriminate. It is safe to assume that a policy
adopted during the de jure era, If it produces segregative effects, reflects a discriminatory local.

As long as that Intent remains, of course, such a policy cannot continue. And given an initially tainted policy, it is eminently reasonable to make the store bear the risk of non-persuasion with respect to intent ot some future time, both because the state has created the dispute through its own priar unlawful conduct, sec, e.g., Keyes, supra, at 209-210, and becsuse discriming tory intent does tend to persiat through time, see, e.g., Hozelwood School Dist. v. United States, 433 U.S. 299, 309-310, n. 15 (1977). Although we do not formulate our standard in terms of a burden shift with respect to Intent, the factors we do consider-the historical background of the policy, the degree of its adverse impact, and the plausibility of any justification asserted in its defense-are precisely those factors that go ioto determining intent uoder Washingtoa v. Dovis, 426 U.S. 229 (1976). See, e.g., Arlington Heights v. Metropolitan Housing Development Corp., 429 U.S. 252, 266-267 (1977). Thus, if a policy remains in force, without adequate justification and despite tainted roots and segregative effect, it appears clear-clear enough to presume cooclusively—that the state has failed to disprove discriminatory inWe have no uccasion to elaburate upon what constitutes an adequate justification.

Under Green, we have recognized that an otherwise unconstitutional policy may be justified if it serves "impurtant and legitimate ends," Dayton, supra, at 338, or if its male ends," Dayton, supra, at 338, or if its male infinitation is not "practicable," Bound of "

ustified if it serves "impurtant and legiti mate ends," Dayton, supra, nt 538, or if its elimination is not "practicable." Round of Ed. of Oklahoma City v. Dowell, 498 U.S. (1991) (slip. op., at 11). As Justice Scalin points out, see upst, at 5-6, our standard appears to mirror these formulations nutlaer closely. Nonetheless, I find most encouraging the Court's emphasis on 'sound educational practices," unte, at 10 (emphasis sdded); see also, e.g., ante, at 12 ("sound educational justification"); aute, at 17 ("sound educational policy"). From the beginning, we have recognized that desegregation remedies cannot be designed to insure the elimination of any remnant at sny price, but rather must display "n praetical flexibility" and "a facility for adjusting and reconciling public and private needs." Brown v. Board of Ed., 349 U.S. 294, 300 (1955). Quite obviously, one com-

In particular, we do not foreclose the possibility hat there exist "sound educational justification" for maintaining historically black colleges as such. Despite the shameful history of state-enforced segregation, these institutions have survived and flourished. Indeed, they have expunded as opportunities for blocks to enter historically white institutions have expunded, and the survived produces 1934 and 1900, for example, enrollment in historically butke colleges increased from 70,000 to 20,000 students, while degrees meanted increased from 13,000 to 32,000. See S. Hill. Nutlomil Conter for Education Statistics, The Trail-

tionolly Black Institutions of Higher Ralu-

cation 1860 to 1982, pp. xiv-xv (1985).

pelling need to be considered is the educa-

tionsl need of the present and future stu-

dents in the Mississippi university system,

for whose benefit the remedies will be

These accomplishments have not gone unnoticed: "The colleges founded for Negroes are both a source of pride to blocks who have attended them and a source of hope to black families who want the benefits of higher learning for their children. They have exercised leadership in developing educational opportunities for young blacks at all levels of instruction, and, especially in the South, they are still regarded as key institutions for enhancing the general quality of the lives of black Americans." Carnegie Commission on Higher Education, From Isolation to Mainstream: Problems of the Collegea Founded

for Negroes 11 (1971). I think it undisputable that these institutions have succeeded in part because of their distinctive histories and traditions; for many, hintorically black collegen have "a symbol of the highest attainments of black culture." J. Preer, Lawyers v. Educators: Black Colleges and Desegregation in Public Higher Education 2 (1982). Obviously, a state cannot maintoin auch traditions by closing particular iostitutionn, historically white or historically ck, to particular racial groups. Nonetheleas, it hardly follows that a ntate cannot operate a diverse assortment of institutions-including historically black institutions-open to all on a race-neutral basin, but with established traditions and programs that might disproportionately appeal to one race or another.

No one, I imagine, would argue that such institutional diversity is without "sound educational justification," or that it is even remotely akin to program duplicution, which is designed to separate the rnees for the sake of separating the races. The Court at least hints at the importance of this vulue when it distinguishes Greenin part on the ground that colleges and universities "are not fungible." Ante, at 9. Although I agree that a state is not constitutionally required to maintain its historicully black institutions as such, see ante, at 23-24, 1 do not understand our opinion to hold that a state is forbidden from doing so. It would be ironie, to say the least, if the institutions that sustained blacks during segregation were themselves destroyed in on effort to combat its vestiges.

### Justice O'Connor's Concurring Opinion

I join the opinion of the Court, which requires public universities, like public elementary and secondary schools, to affirmutively dismantle their prior de jure segregntium in order to create an environ free of racial discrimination and to make nggrie ved individouls whole. See Brown Board of Education, 349 U.S. 294, 299 (1955) 1Brown II); Milliken v. Bradley, 418 U.S. 717, 746 (1974). 1 write separately to empliusize that it is Mississippi'sbudeato prove that it has undone its prior segrega tion, and that the eircunstances in which 5 state muy minintuin a policy or practice traccuble to de here segregation that has segregative effects are narrow.

In light of the state's long history of discrimination, and the lost educational and cureer opportunities and stigmatic barns caused by discriminatory educational systents, see Brown v. Bourd of Education. 347 U.S. 483, 494 (1954) (Brown It Sweutt v. Painter, 339 U.S. 629, 634-635 (1950); Mr Luurin v. Oklahoma Stote Re gents fur Iligher Ed., 339 U.S, 637, 640-641 (1950), the courts below must carefully examine Mississippi'n proffered justifica tions for muintaining a remnant of de jure segregation to insure that such rationals do not merely musk the perpetuation of discriminatory practices. Where the state ean accomplish legitimate educational objectives through less aegregative means the courts may infer lack of good faith; "at the least it places a heavy burden upon the state to explain its preference for an appar ently less effective method." Green New Kent County School Bd., 391 U.S. 430, 439 (1968).

In my view, it also follown from the state'n obligation to prove that it has "taken all steps" to eliminate policles and practices traceuble to de jure acgregatiao, Free man v. Pitts, 503 U.S. (1992) (slip. op., at 15), that if the stote shows that m nance of certain remnants of its prior system is essential to accomplish its legitimate goals, then it still must prove that it has counteracted and minimized the segregative Impact of such policien to the exten possible. Only by eliminating a remnan that unnecessarily continues to foster segregation or by negating insofar as possible its segregative impact can the state satisfy its constitutional obligation to dismantle , the discriminatory system that should, by now, be only a distant memory.

### Justice Scalia's Dissenting Opinion

With some of what the Court says turkey, lagree. I agree, of course, that the Constination compels Mississippi to remove all discriminstory barriers to its state-funded serition Reman v. Roard of Etherntian. 147 IJ.S. 483 (1954) (Brown I). I agree that the Constitution does not compel Mississippi to remedy funding disparities between its historically black institutions (Hat's) and historically white institutions (awi's). And I agree that Mississippi' American College Testing Program [ACT] requirements need further review. I reject, wever, the effectively unsustainable burden the Court imposes on Mississippi, and all states that formerly operated segre gated universities, to demonstrate complimre with Brown I.

since with Brown I.

That requirement, which resembles
what we prescribed for primary and seccodary schools in Greea v. New Kent
Canny School Board, 391 U.S. 430 (1988),
has no proper application in the context of
higher education, provides no genitine
guidance to states and lower courts, and is
stikely tas ubvert us to promote the interents of floss chitzens on whose behulf the
mesent still was bronieth.

- 1

Before evaluating the Court's hundiwork, it is no small task simply to comprehead it. The Court sets forth not onc, but sceningly two different texts for ascertaining compliance with Brown 1-though in the last analysis they come to the some. The Court initially unmounces the follow ing test, in Part III of its opinion: all policies (i) "traceoble to the state's print de jure system" (li) "that continue to have segregative effects-whether by influence ing student enrollment decisions or by fosering segregation in other facets of the ty system"-must he eliminated (iii) to the extent "practicable" and tiv) consistent with "sound educational" practices, Ante, at 12.

When the Court comes to applying its test, bowever, in Part IV of the opinion, "influencing student enrollment decisions" is out merely one example of a "segregative effect," but is elevated to un independent and essential requirement of its own.

The policies that must be eliminated are those that (i) are legacies of the dual system, (ii) "contribute to the rucial identification" of the state's universities (the same as (i) in Part III), and in addition (iii) doed (iii) the art III, and in addition (iii) doed (iii) the art III, and in addition (iii) doed (iii) the art III and the area of the ar

What the Court means by "substantially retiticing operan's choice of which institution to enter" in not clear. During the court of the discussion in Part IV the requirement changes from one of strong co-coin ("mubstantially restrict," ante, at 3.1, "interfeer," ante, at 3.1, "interfeer," ante, at 3.1, "interfeer," ante, at 13. "interfeer," ante, at 13. "interfeer," ante, at 13. "interfeer," ante, at 19, 23). If words have any meaning, in this last stage of defregilated the requirement in so frail that simps anything will overcome it.

Ever an open-admissions policy would fall short of insuring that student choice is unaffected by neate section. The Court's re-

sults also suggest that the "restrictingchnice" requirement is mothless. Nathing else would explain how it could be mer by Mississippi's mission designations, program duplication, and operation of all eight furmerly the jure colleges. Only a test simed at state action that "affects" student chaice could implicate pulicies such us these, which in nu way restrict the decision where to attend college, (Indeed, progrum duplication and continuation of the eight schools have quite the appasite cffect; they multiply, rather than restrict, limit, or impede the nynilable choices.) At the end of the dny, then, the Court dilutes this potentially useful concept to the point of such insignificance that it adds nothing to the Court's test except confusion. It will be a fertile source of litiga-

Almost as inscrutable in its operation of the "restricting-choice" requirement is the requirement that challenged state practices perpetuate de fucto segregation. That is "likely" met, the Court snys, by Mississippl's mission designations. Aute. at 21-22. Yet surely it is apparent that by designuting three colleges of the same prior dis position (IIWI's) as the only comprelicusive schools. Mississippi encouraged integration; and that the suggested alternative of elevating un 1101 to comprehensive status (so that blacks could go there instend of to the ((w)'s) would have been an invitation tu continuing segregation. See Avers v. Allain, 674 F. Supp. 1523, 1562 tND Miss, 1987) ("Approximately 30 pcr cent of all black college students attending four-year colleges in the state attend one of the cumprehensive universities").

It appears, moreuver, that even if a particular practice does not, in isolution, rise to the minimal level of fustering segregation, it can be aggregated with other ones. and the compaste condemned. See aute, at 19.20 ("by trenting lthe) issue (of program Amplication) in isolation, the [district] caurt failed to consider the combined effects of unnecessary program displication with other policies, such as differential admissions standards"); aute, ut 21-22 ("when combined with the differential udinfssion practices and unnecessary progrum duplication, it is likely that the mission designations . . . tend to perpetuate the segregated system"). It is interesting to speculate how university administrators are going to guess which practices a district judge will choose to aggregate; or how district judges are going to guess when dis-

sagregation is availuThe Court appears to nuggest that a
practice that has been aggregated and condemend may be disaggregated and approved so long as it does not itself "perpetituate the segregated higher-education system," ante. at 23—which seems, of
course, to negate the whole purpose of aggregating in the first place. The Court says:

"Elimination of progrom duplication and revision of admissions criteria may make institutional closure unnecessary. On remand, this issue should be carefully explored by inquiring and determining whether retention of all eight institutions liself ... perpetudes the segregated higher-education system, whether maintenance of each of the university is deutacionally justifiable, or whether one or more of them can be practicably closed or merged with other existing institutions." Ante, at

Perhops the Court means, however, that

even if retention of sil eight institutions is found by itself nut to "perpetuste the segregated higher-education system," it must still be fluund that such retention is "educationally justifiable," or that none of the institutians can be "practicably closed or merged." It is unclear.

Besides the nmbiguities inherent in the "restricting choice" requirement and the requirement that the challenged state practice or practices perpetuate segregation, 1 mn not sanguine that there will be comprehensible content to the to-be-defined-later (and, make no mistake about it, outcomedeterministive) notions of "sound editational justification" and "impracticable eliministion."

In short, except for the results that it produces in the present case (which sre what they are because the Court says so), I have not the slightest idea how to apply the Court's analysis—and I doubt whether anyone else will.

Whether one consults the Court's description of what it purports to be doing, in Part III. mite. at 8-12, or what the Court actually does, in Part IV, unte. at 13-24. one must conclude that the Court is essentivlly applying ta universities the amor phuas standard adupted for primary and secondary schools in Green v. New Kent Caunty School Board, 391 U.S. 430 (1968). Like that case, today's decision places upon the state the ordinarily unsustainable burden of proving the negative proposition that it is not respansible for extra racial disparity in enrollment. See aute, at 8. Green requires school boards to prove that rncially identifiable schools are not the consequence of past or present discriminatory state action, Swann v. Charlotte Meckleaburg Bd. of Education, 402 U.S. 1, 26 (1971)); today's opinion requires state university administrators to prove that racirilly identifiable schools are not the consequence of any practice or practices lin such impromptu "uggregation" as might strike the funcy of a district indee) held over from the prior de lure re-

mine. This will imperil virtually may practice or program plaintiffa decido to chnilenge—just as Green has—so long as racial imbalance remains. And just as under Green, so also under today's decision, the only practicable way of disproving that "existing racial identifiability is attributable to the state," and, at 8, is to eliminate extont segregation, i.e., to ossure racial proportionally in the schools.

Palling that, the state's only defense will be to establish an excuse for each chulenged practice—either impracticability of elimination, which is also a theoretical excuse under the Green regime, see Board of Education of Oklohono City v. Dowell, 489 U.S. (1991) (slip. op., at 10-11), or sound educational value, which (presunably) is not much different from the "important and legitimate ends" excuse available under Green, see Dayton Board of Education v. Brinkman, 443 U.S. 526, 538 (1979).

И.

Application of the standard (or standards) announced today has no justification in precedent, and in fact runs contrary to a case decided six years ago, see Bazemore v. Fridoy, 478 U.S. 385 (1986). The Court relies primarily upon citations of Green and other primary and secondary school cases. But those decisions left open the question whether Green themits application in the distinct context of higher education. Beyond that, the Court relies on Brown I, Florida ex rel. Huwklus v. Board of Control of Fin., 350 U.S. 413 (1956) (per cariau), and Gibnare v. City of Montgomery, 417 U.S. 356 (1974). That reliance also is mistaken.

but equal" regime that we confronted in Brown I was that blacks were told to go to one set of schools, whites to another. See Plessy v. Fercusan, 163 U.S. 537 (1896). What made this "even-handed" racial partitioning offensive to equal protection was its implicit stigmatization of minority students: "To separate [black students] from others of similar age and qualifications solely becouse of their race generates a feeling of inferiority as to their status in the community that may affect their hearts and minds in a way unlikely ever to be undone." Brown I, 347 U.S., st 494. In the context of higher education, a context in which students decide whether to attend school and if so where, the only unconstitutional derivations of that bygonc system are those that limit access on discriminatory bases; for only they have the potentia to generate the harm Brown I condemned. and only they have the potential to deny students equal access to the best public education a state has to offer. Legacies of the dual system that permit (or even incidentally facilitate) free choice of racially identifiable schools-while still assuring each individual student the right to attend whatever school he wishes-do not have these consequences

Our decisions immediately following Brown I also fail to austion the Court's approach. They, too, auggest that former de jure states have one duty: to eliminate discriminatory obstacles to admission. Brown v. Board of Education, 349 U. S. 234 (1935) (Brown II), requires states "to achieve n system of determining admission to the public schools on a non-racial bods," U., of 300-301, as do other coacs of that era, see, e.g., Cooper v. Aaran, 358 U. S. 1, 7 (1958); Gass v. Board of Ed. of Knoxville, 373 U. S. 683, 887 (1963).

Nor do Iliawhius or Gilinore support what the Court has done. Hawkius involved a segregated graduate school, to be sure. But our one-paragraph per curlom opinion supports nothing more thom what I have said: the duty to dismantle means the duty to establish non-discriminatory admissions criteria. See 350 U.S., at 414 ("He is entitled to prompt admission under the rules and regulations opplicable to other qualified candidates"). Batablishment of neutral admissions under dandidates of neutral admissions under dandidates of neutral admissions standards, not the eradication of all "policies traceable to the de jure system... having discriminatory effects," ante, at 10, is what Hawkins is about.

Finally, Gibnore, quite simply, is inapposite. All that we did there was uphold an order enjoining a city from granting exclusive access to its parks and recreational facilities to segregated private schools and to groups affiliated with auch schools. 41 U.S., at 569. Notably, in the one ease that does bean proximately on today's decision, Batemore, supra, we declined to apply Gibnore. See Batemore, supra, at 408 ("Our cases requiring parks and the like to be denegregated lend no support for requiring more than what has been done in this ing more than what has been done in this

If we are looking to precedent to guide us in the context of higher education, we need not go bock 38 years to Brown I, read Continued on Following Page



dorf said.

ministration had accepted the di-

rect-loan program under pressure

from Republican lawmakers, who

upre unwilling to vote ugninst a

higher-education bill in an election

year. The pressure left Administra-

tion officials uncertain as to wheth-

methird vote in either the House

Democrats, meanwhile, were

willing to strike a deal with the Ad-

ministration because they were

also uncertain about whether Mr.

Bush could sustain a veto. Some

were concerned that the President

ould get the votes-most likely in

the Senute—by appealing to Re-publican lawmakers to protect his

er they could get the necessary

or Senate to sustain a veto.

Brioksmaoship' Avoided

### A New Era for Desegregation

## Text of Supreme Court Opinions on Mississippi Desegregation

Coatinued From Preceding Page

between the lines of Hawkins, or conjure authority (Gilmore) that does not exist. In Bazemore v. Friday, supra, we addressed a dispute parallel in all relevant respects to this one. At issue there was state financing of 4-H and homemaker youth clubs by the North Carolina Agricultural Extension Service, a division of North Carolina State University. In the Plessy era, club affilia tions had been dictated by race; after 1964, they were governed by neutral criteria. Yet "there were a great many all-white and allblack clubs" at the time soit was filed, 478 U.S., at 407. We nonetheless declined to adopt Green's requirement that "affirmative action [be taken] to integrate" once segregated-by-isw/still segregated-in-fact institutions. 478 U.S., at 408. We confined Green to primary and secondary public schools, where "schoolchildren most go to school" and where "school boards cuatomarily have the power to create school attendance areas and otherwise designate the school that particular students may attend." 478 U.S., at 408.

"This cose," we said, "presents no current violation of the Fourteenth Amendment since the service has discontinued its prior discriminatory practices and has adopted a wholly neutral admissions policy. The mere continued existence of single-race clubs does not make out a constitotional violation." Ibid.

The Court asserts that we reoched the result we did in Bazemore "only after satisfying ourselves that the state had not fostered segregation by playing a part in the decision of which club on individual chose to join," ante, at I 1-implying that we assured ourselves there, as the Court insists we most do here, that none of the state's practices carried over from de jure doys incidentally played a part in the decision of which club an individual chose to join. We did no such thing. An occurate description of Bazemore was set forth in Richmond v. J. A. Croson Co., 488 U.S. 469 (1989);

"mere existence of single-race clubs . cannot creste a duty to integrate," we said Bazemore held, "in absence of evidence of exclusion by race," 488 U.S., at 503 (emphasis added)-not "in absence of evidence of state action playing a part in the decision of which club an individual chose

The only thing we "satisfied ourselves" shoot in Bazemore was that the club members' choices were "wholly voluntary and unfettered," 478 U.S., at 407-which does not mean the state "ployed [no] part in the decision of which club an individual chose to join," however much the Court may much the concepts together today. It is on the face of things entirely unbelievable that the previously established characteristics of the various all-white and all-black 4-H Clubs (where each of them met, for example) did not even play a part in young people's decisions of which club to join.

Bazemore's atandard for dismantling a dual system ought to control here: discontinuation of discriminatory practices and adoption of a neutral admissions policy. To use Green nomenclature, modern racial imbalance remains a "vestige" of past segregative practices in Mississippi's universitles, in that the previously mandated racial identification continues to affect where students choose to enroll—just os it. surely affected which clubs students chose to join in Bazemore. We tolerated this ves-

tigial effect in Bazeniore, squarely rejecting the view that the state was obliged to correct "the racial segregation resulting from [its prior] practices." 478 U.S., at 417. And we declined to require the state. as the Court has today, to prove that no holdover practices of the de jure system, e.g., program offerings in the different clubs, played a role in the students' decisions of which clubs to join.

If that analysis was correct six years ago in Bazemore, and I think it was, it must govern here as well. Like the club attendance in Bazemore (and unlike the school attendance in Green), attending college is volontary, not a legal obligation, and which institution particular students attend is determined by their own choice, not by "school boards [who] customarily have the power to create school attendance areas and otherwise designate the school that particular students may attend." Buzeatore, snpra, at 408, Indeed. Bazemore was a more appealing case than this for adhering to the Green approach. since the 4-H Clubs served students similar in age to those in Greea, and had been

equal funding: the requirement "was part "organized in the public schools" until the und parcel of the prior dual system." Ante. early 1960's. 478 U.S., at 417. nt 19. Moreover, equal funding, like pro-It is my view that the requirement of gram duplication, facilitates continued compelled integration (whether by student segregation-enabling students to attend assignment, as in Green itself, or by elimischools where their own race predomination of non-integrated options, as the nates without paying a ponalty in the quali-Court today effectively decrees) does not ty of education. Nor could such on equalapply to higher education. Only one aspect funding policy be saved on the hasis that it of an historically segregated university serves what the court calls a "sound edusystem need be eliminated; discriminatory cational justification." The only conceivadmissions standards. The burden is upon able educational volue it furthers is that of the formerly de jure system to show that fostering schools in which blacks receive that has been achieved. Once that has been their education in a "majority" setting; but done, however, it is not just unprecedentto neknowledge that us a "vulue" would ed, but illogical as well, to establish that contradict the compulsory-integration phiformer de jure states continue to dony losophy that underlies Green. equal protection of the law to students whose choices among public university offorlings are unimpeded by discriminatory barriers. Unless one takes the position that Brown I required states not only to provide equal access to their universities but also to correct lingering disparlties between

v. Davis, 426 U.S. 229 (1976).

503 U.S. (slip. op., at 4).

Just as vulnerable, of course, would be oll other programs that have the effect of facilitating the continued existence of predominantly black institutions; elevating an tial to comprehensive stutus (but see mite, at 20-22, where the Court inexplicably suggests that this action may be required); ofthem, that is, to remedy institutional nonfering a so-called Afrocentric curriculum, compliance with the "equal" requirement as has been done recently on an experiof Plessy, a state is in compliance with mental basia in some secondary und pri-Brown I once it establishes that it has dismary schools, see Jarvis, Brown and the mantled all discriminatory barriers to its Afrocentric Curriculum, 101 Yale L. J. public universities. Having done that, a 1285, 1287 (1992); preserving eight scpastate is free to govern its public Institutions rate universities, see aute, at 22-23, which of higher learning as it will, onless it is is perhaps Mississippi's single policy most convicted of discriminating anew-which segregative in effect; or providing funding for Hat's as Hat's, see Pub. L. 99-498, Title requires both discriminatory intent and discriminatory causstion. See Washlagton 111, §301(a), 100 Stst. 1294, 20 U.S.C. §§1060-1063c, which does just that,

I must add a few words ubout the mou-

ticipated consequences of today's deci-

sion. Among actitioners' contentions is the

claim that the Constitution requires Mis-

sissippi to correct funding dispurities he-

tween its HBI's and HWI's. The Court re-

iccts that, sec ante, at 23-as I think it

should, since it is students and not colleges

that are guaranteed equal protection of the

laws. See Sweatt v. Painter, 339 U.S. 629,

635 (1950); Missonri ex rel. Gaines v. Con-

ada, 305 U.S. 337, 351 (1938). But to say

that the Constitution does not require

equal funding is not to say that the Consti-

tution prohibits it. The citizens of a state

may conclude that if certnin of their public

educational institutions are used predomi-

nantly by whites and others predominantly

by blacks, it is desimble to fund those insti-

Ironically enough, however, today's de-

cision seems to prevent adoption of such u

conscious policy. What the Court says

about duplicate programs is as true of

tutions more or less equally.

That snalysis brings me to agree with the judgment that the Court of Appenis must But this predictable impairment of Har's should come as no surprise: for incidentalbe reversed in part-for the reason (quite ly facilitating-indeed, even toleratingdifferent from the Court's) that MississIppi the continued existence of Hai's is not has not borne the burden of demonstrating what the Court's test is about, and has nevthat intentionally discriminatory admiser been what Green is about. See Green, sioos atandards have been eliminated, it 391 U.S., st 442 ("The board must be rehas been established that Mississippi originally adopted ACT assessments as an adquired to formulate a new plan and . . . fashion steps which promise realistically to missions criterion because that was an efconvert promptly to a system without a fective means of excluding blacks from the HWI's. See Ayers v. Allain, 674 F. Supp., white' school and a 'Negro' school" l. What the Court's test is designed to at 1555; Ayers v. Allain, 914 F. 2d 676, 690 achieve is the elimination of predominant-(CA5 1990) (ea banc). Given that finding, ly black institutions. While that may be the District Court should have required good social policy, the present petitioners, Mississippi to prove that its continued use suspect, would not agree; and there is of ACT requirements does not have a racislmuch to be said for the Court of Appeals' ly exclosionary purpose and effect—a not insubstantial task, see Freeman v. Pitts, .. perception in Ayers, 914 F. 2d, at 687, that "if no [state] authority exists to deny [the student) the right to attend the institution

of his choice, he is done a severedisservice hy remedies which, in seeking to maximize integration, minimize diversity and vitials his choices

Hut whether or not the Court's antagonism to onintegrated schooling is goodpolicy, it is assuredly not good constitutional law. There is nothing unconstitutional about u "black" school in the sense, not of u school that blucks must attend and that whites connot, but of a school that, as a consequence of private choice is residence or in school scientina, contains, and has long contained, a large black majority. See Mr Laurin v. Oklahoma State Regents for Higher Ed., 339 U.S. 637, 641 (1950). (The Court says this, see ante, at 23, but does not oppeur to mean it, see ante, at 10.)

In a perverse way, in fact, the insistence, whether explicit or implicit, that soch institutions not be permitted to endure perpetoates the very stigms of black inferiority that Brown I sought to destroy Not only Mississippi but Congress itself seems out of step with the drum that the Court beats today, jodging by its passage of an act entitled "Strengthening Historically Itlack Colleges and Universities," which authorizes the Pahiention Department to provide money grants to historical ly black colleges, 2tt U.S. C. \$\$1060-1063c The implementing regulations designate Alcorn State University, Jackson State University, and Mississippi Valley State University as eligible recipients. See 34 CFR §608,2(b) (1991).

The Court was asked to decide today whether, in the provision of university education, a state satisfies its duty maler Hrown I by removing discriminatory barri ers to admissions. That question required us to choose between the standards established in Green and Razemare, both of which cases involved tos, for the mos part, this does) free-choice plans that failed to end de facto segregation. Once the confision curendered by the Court's some thing-for-all, guidance-to-none opinina has heen dissiputed, compare ante, 10'Connor, J., concurring), with aute. (Thomas, J., concurringt, it will become apparen that, essentially, the Court has adapted

I would not predict, however, that today's uplnion will socceed in producing the same result as Green-viz., compelling the states to compel racis! "balance" in their schools-hecause of several practical inperfections: because the Court deprives district judges of the most efficient (and perhaps the only effective) Green remedy. mandatory student assignment, see aute, ot 10; becouse some contradictory ele ments of the opinion (its suggestion, for example, that Mississippi's mission designations foster, rather than deter, segrega tion) will prevent clarity of applica and because the virtually standardless discretion conferred upon district judges (see Part I, snpra) will permit the do pretty

much what they please. What I dn predict is a number of years of litigation-driven confusion and destabilization in the university systems of all the formerly de jure states, that will benefit neither blacks nor whites, aeither predom-Inantly black institutions nor predominant ly white ones. Nothing good will come of this judicially ordained turmoil, except the public recognition that soy Court that would knowingly impose it must hate segregation. We must find some other way of making that point.

President and Congress Agree on Reauthorization Bill perfect string of 30 sustained ve- tion that is sufficient in size to dem-

Continued From Page A)5 himself as an "education Presi-dent" in his bid for re-election. "Our view is that it didn't serve Edward M. Elmendorf, vicepresident for governmental relu-

tions for the American Association of State Colleges and Universities, **Proponents have argued** aid that signing the bill would give the President a new education law that replacing all to boast about on the campaign

trail. "He wants to have more thun rhetoric on his side," Mr. Elmendirect loans would save Congressional nides suid the Ad-

as \$1-billion a year.

liam D. Ford the Michigan Democrat who houds the Hoose Educotion and Labor Committee

they would have preferred a dcmnastration project with 500 institutions, but were content with the hill nussed," said Ren. Robert E. Andrews, a New Jersey Democrat House direct-loan plan. "Anything that would have engaged in brinksjeopardy-I'm not for that."

## Deal on Abortion Bill Said to Pave the Way for 8 Nominees to Humanities Council

Continued From Page A15 late agreement on the nominces with the ranking Republican ou the panel, Sen. Orrin G. Hutch of

The two Senators, the nide said, agreed that the nominations would be pushed through the committee to expedite consideration of a bill that would prevent states from restricting a woman's right to have an

Sen, Paul D. Wellstone, Denigcrat of Minnesota, sald in an interview: "There was an understandcould get on to the Freedom of

But a spokes womon for the comnittee denied that a deal had been struck, "We went through all the paperwork on these nominees and then put them on the agenda, 'she

### Senate Confirmation Required

The scholars, who were nomid by the White House in April, include: Paul A. Cantor, professor of English at the University of Virginia; Bruce Cole, professor of fine arts at Indiana University; Joseph H. Hagan, president of Assomption College, Theodore S. Haserow, professor emeritus of history at the University of Wisconsin d Madisoo; Alicia Juarrero, prolessor of philosophy at Prince George's Community College; Alan C. Kors, professor of history at the University of Pennsylvania; Condoleczza Rice, associate professor of political science at the Center for International Security and Arms Control at Stanford University; and John R. Searle, profesfor of philosophy at the University of California at Berkeley.

In a statement, Lynne V. Che-

anybody's interest to turn this into a confrontation," said Thomas R.

guaranteed loans with

the government as much

Wolnnin, ehief aide to Rep. Wil-

Proponents of direct loans said compromisc. "I'm for getting the and the original sponsor of the

## ney, the NEU chairnum, said she was pleased with the committee's

action. The nominees, she said. "ure a distinguished group of scholars and writers, with diverse backgrounds. While the nominees still must be

confirmed by the whole Senate, it uppears that the challenge by an organization of liberal scholars. Teachers for a Democratic Col-

### 'The Battle Isn't Over

Senute sources say that Demoing to let things go through end to try to move them forward so we crats took the criticism of the nomi-necs scriously und that the comagainst the nominutions might have played a part in delay ing their consideration. But the sources said that since the candidutes had impressive acudemic credentials, it would have been dif-Soult to vote them down to meet the liheral scholars' concerns

Gerald Graff, a professor of English at the University of Chicago and a founder of Touchers for a Democratic Culture, said he was disappointed by the action. Teachers for u Democratic Colture supports multiculturalism, feminism, and diversity in the curriculum.

Mr. Graff said, however: "The hattle isn't over. We intend to continue to try to create more public awareness of the way in which the NEU is simply becoming a branch office of the National Association of Scholars."

At least four of the nominees are nembers of the National Association of Scholars, a group that calls for a return to a traditional curriculum. Leaders of the group say its members represent a wide range of views and should not be labeled 'conservative.'

No date has been set for a Secate vote on the nominees.

onstrate the value of direct lending," Mr. Andrews said.

He and other proponents have urgued that replacing all guaranteed loans with direct loans would save the government as much no \$1-billion a year in subsidies that are now paid to banks. They have said that the program would also streumline the loan process by allowing students to get the funds from the aid offices on their cam-

### Changes in 'Needs Analysis'

While officials of several higher education associations lobbied for the resuthorization hill last week, they remained concerned about changes lawmakers made to the "needs analysis" system. That is the system the government uses to determine who is cligible for nid. The American Council on Edu-

ention has argued since the confer ence committee met that the changes would end Pell Grunts to 200,000 to 300,000 inmarried stildents who were financially independent of their parents. Congressional aldes have disputed those figures and suggested that the com-

The direct-loan program would begin in the 1994-95 academic year nfter the Education Secretary picked participants from a list of interested institutions. The Secretary would be required to select a "cross section" of institutions that have had n total of \$500-million in loans in the 1992-93 year.

The plan also would require that 35 per cent of the institutions agree to make direct loans that would be repayable on an income-contingent husis if the student so desired. 'fhose who favor repayments based on income levels argue that the process would reduce defaults among borrowers who have low-

brinkamanship and put paople's aid in jeopardy-I'm not for that. puter model the council used to others would keep the issue alive, predict the impact of the changes to make Congress aware that if mny need to fix the problem in the The higher-education associafuture. "I think the Congress has been given misinformation, and I tions last week set aside the compoter model and urgued that ald ofthink they're not understanding the

innuct of what these provisions do

ficers on several campuses had found that the changes would rob to reol people," he said. muny students of their grants. "It's an honest dispute but it Mr. Elmendorf of the stote-colhas to be recognized for what it is and not swept under the carpet." lege association said his group and

Rep. Robert E. Andrews: "Anything that would have angaged in

## WASHINGTON UPDATE

■ House expected to provide more money for Pell grants

was inaccurate.

■ Advisory panel seeks increase in spending on AiDS research

College officials expect the House Appropriations Com-College officials said lawmakers mittee to provide more money for Pell Grants in fiscal 1993, they fear cuts may be made

In other ald programs.

The appropriations subcommit-tee responsible for education, health, and labor programs met behind closed doors last week to draft a bill, but did not release it. The which covers the fiacal year that begins in October, is expected to be made public this week when the full Appropriations Committee

College officials said members of the namel had indicated to them that they would include \$71 i-million to pay for half of the \$1.5-billion shortage in the Pell Grant program. The Education Department has blamed the ahortage oo increased demand in academic 1991and 1992-93.

votes on it.

Lawmakers are also expected to locate \$6.5-billion for the 1993-94 academic year-an increase of \$1billion over 1992 spending. The additional money would pay for

grants to new atodents at the corrent level of \$2,400 a year.

had indicated that the Pell Grant allocation would make Increases in other programs difficult. In fact, lawmakers soggested that they might need to reduce programs that President Rush asked them to ellm-Inste, such as State Student Incentive Grants

Higher-education officials concemed with medical research also redicted a tight hudget for the Naional lostitutes of Health. The officials said they did not expect the nanel to exceed the President's request for a 4.9-per-cent increase. -THOMAS J. DILOUOHRY

The National Commission on AIDS, a bipartisan advisory panel to the President and Congress, has called for major increases in the budget for re-

search to combat the disease. The recommendation came in a statement criticizing Bush Administration officials for failing "to tary said.

meet fully their responsibilities in leading the national response to the mental human suffering and economic loss from the HIV/AIDS

President Bosh has requested \$873-million for AIDS research at the National Institutes of Health for 1993, a 4-per-cent increase over al 1992. The commission said the President, in planning the 1994 budget, should stick to the Public Health Service's "High Priority" budget proposal, which includes a search. Typically, those numbers, which reflect the requests of the agencies, are reduced when the Administration puts together its

In a statement, Louis W. Sollis van, the Secretary of Health and Human Services, called the criticism by the agos commission "a total misrepresentation of the facts."

The Administration has made an unparalleled commitment to making Alos a priority," the Secre-



heard." he complained.

'A Blank Check'

\$20-billion to build and operate,

and that any project that "has no direct benefits for the economy or

our people should not be a priority

"We have seen the cost esti-

mates for the SSC more than double

in three years, yet we are told the

project must continue," he added

"Why in a period of fiscal austerity

are we, in effect, giving the ssc a

Sen. J. Bennett Jahnston, a Lou-

Islana Democrat who chairs both

Sennte panels, challenged Mr.

Rumners' floures, arouing that the

the House of Representatives

sponsibility, it should trim the gov-

ernment's entitlement programs.

et, that we want to bring down the

Johnston said. "But we all know

cit is not science projects, which

represent cumulatively one five

water programs

nort for the supercollider.

"All of us want to send a signal

minated the project this year.

## Physicists Tell the Senate That Killing the SSC Will Hurt American Science

In an effort to save the Superention of leading physicists warned two Senate panels last week that killing the \$8.25-billion substomeparticle collider would severely damage the vitality of the country's scientific enterorise.

"If we turn our backs on the supercollider and, in effect, terminate this field in the United States, it is one more signal that we are less interested in the long term." said Leon M. Lederman, director emeritus of the Fermi National Accelerator Laboratory in Batavia, III.

"This message will go out to all of the young men and women we so deaperately want to recruit into all of the sciences, and I fear that our vitality as a once-exuberant and vical society will decline."

Mr. Lederman, a Nobel Prizewinning physicist, delivered his dire warning to a hearing of the Senate Appropriations Subcom-mittee on Energy and Water Development and the Senate Committee on Energy and Natural Resources. He was accompanied by a dozen eminent scientists, including three other Nobel laureates, whose presence at the hearing and at a later meeting with President Bush was intended to demonstrate widespread scientific support for the supercollider after the House of Representatives last month voted to terminate the controversial proj-

### Opposition From Bumpers

However, Sen. Dale L. Bumpere, an Arkansas Democrat who the project, broke the supportive atmosphere at the hearing by criticizing the gathering for excluding the views of scientists who fear the aupercollider will drain support from smaller research programs.

"There are many in the scientific

tious than many lawmakers antici

"We just can't fund everything, no matter how important it is," said Sen. Dennis DeConcini, an Arizona Demacrat who suggested that Mr. Johnston consider cutting and that point of view will not be support far anather costly project in order to make financing the sup-Mr. Bumpers argued that the ercollider more palatable to Senasupercollider would cost more than

> An aide to Mr. Bumpers said he expected the Senate vote on the supercollider to be very close. He noted that Mr. Bumpers, who also plans ta affer an amendment ta kill the \$30-billion space station, believes that the supercollider has snace station. But he acknowledged that because the government had already spent \$7.8-billion on the space station, compared to shout \$1-billion on the supercollider, the callider appeared to be the more vulnerable project.

### **Bush Promises Sopport**

federal government would realize In his meeting with the scienonly \$4.3-billion in savings if it tertists, Mr. Bush promised to oppose any attempt in the Schale to cut the supercollider's financing.

"It is impartant not just for nawanted to demonstrate its fiscal retional pride. It's important to science generally that this be fully funded and that we stay out in ront," he told them.

However, supercollider supportthat we are fiscally responsible, that we are for the balanced budgers are concerned that an audit critical of some aspects of the project's construction could hurt them if it is huge amount of this debt," Mr. released before the Senate vote. A spokeaman for the Energy Departthat the real problem with the defiment's Office of Inspector Gener al, which conducted the audit, said the report could be made public as hondredth of the budget" in the bill carly as next week.

to provide moncy for energy and Joseph R. Ciprinno, the agency's ssc project manager, said the re-port had concluded that in the su-Senate aides said Mr. Johnston would delay consideration of his percollider's early cunstruction aubcommittee's bill until after the "some things cost more than they Senate's July receas to build supshould have and thut we need to get those costs under control," But he noted that construction managers ered to be more sopportive of the had since made changes to address project than the House, the \$650the recommendations and that "we believe we have avoided those cost Bosh for the sopercollider in fiscal increases that might have occurred due to those deficiencies."

The committee did vote to ask the regents to reconsider the cude in light of recent rulings hy the U.S. Supreme Court and the Wisconsin Supreme Court against similar policies (The Chronicle, July

The board has not yel met to act on that request.

The proposed code would bar "epithets directed specifically to-ward individuals with the purposes of creating a hostile educational environment on the basis of their race, gender, or sexual prefor-

It was adopted after an earlier speech code was declared unconattutional by a federal district

University officials have said that they believe their code is still legal under the recent court rulings, but civil-liberties groups and some members of the Board of Regents have said it may violate the First Amendment and infringe on cademic freedom.

SCOTT JASCHIK

The Oregon Court of Appeala could ask it to reconsider or turn to has ruled that animal-rights activities may be a could be could tivists may sue a University of

## Oregon Colleges Face Cuts of 20% After Levislature Kills Tax Plan

Continued From Page A15 mer than the one I'm going to

Among other things, the Covernor's propusal would have cut the state income tax, and would have instituted a 3.5-per-cent sales tax, with exemptions for food, housing, utilities, and medical costs. The package would have regained most, although not ull, of the revenues lost under the 1990 property tax cap, known us Mensure 5.

Now the chief hone fur relief uppears to be that the Legislature might approve a temporary revenue source during the regular session next year to buffer revenue losses during 1993-95.

### Plans Submitted in June

A 20-per-cent cut in the highereducation system amounts to eliminating \$152-million from the curreot biennial state appropriation of \$760-million. The stute's 16 community colleges also must cut their budgets, nithough ut much lower levels than the four-year colleges pulsing undergraduate miting by 15 and universities. The community

colleges have different budget sources and actually secured some state support through Measure 5.

Presidents of the eight four-year colleges and universities submitte proposed cuts last month, based on systemwide guidelines issued by the State Board of Higher Educa tion. The cuts included elimination of the state's only veterinar school, nt Oregon State University ty; sharp reductions in musing enollments at two culleges; elimina tion of most master's programs at the four-year colleges; and elimin tion of more than 400 faculty, staff and administrative positions at the University of Oregon, which decided to trim programs lasted of eliminating majors or departments

Statewide, the system expects to consolidate some academic progrums, cut 1,500 faculty, staff and enrollments by 4,000 students, and ruise tuition to remin shout \$26.

The chancellur has propos

### STATE NOTES

Wis. lawmakers fall to block speech code

■ Group allowed to sue animal-research panel

Oregon animal-research over last week in a bid to block the sight committee for allegedly violating the stale's Pablic University of Wisconsin Sys-

lem from alarting a new "hate speech" code, but the future of the code was still not clear. Animula and its campus affiliata could not sue the oversight panel, Under Wisconsin law, the Assembly's Colleges and Universities the Institutional Animal Care and Committee has 30 days to black any rule that the Board of Regents has proposed for the system. Last week, on the 30th day available for

review, the continittee dendlocked

The Public Meetings Lawellow 5 to 5 on a motion to block the plaintiffs to hring charges only if they are affected by decisions code. That left the regents free to

made in a closed meeting. The cummittee meeting, held is March of 1990, resulted la the approvul of a professor's research prupusal to perform cramal surgery on monkeys. The committee supervises animal research at the university to insure that it meets stute, federal, and university stan

Meetinga Law.

Lust your, a trial court held that

Penple for the Ethical Treatment of

Use Committee, because the activ-

ists luid not established that they

hud it stake in decisions reached by

The oniversity argued that the activists had established only an "enthusiastic" and "political" i terest rather than a "palpable need for access to the closed meeting and therefore could not sue under the meetings law.

The appeuls court overturned the lower court's decisian on the grounds that, by virtue of being an animal-rights group "whose purpose is to edocate the public about animal exploitation," the plaintiffs had standing order the law to see the committee.

The ruling sent the case back to the lower court for a trial. Univer-sity officials have not decided whether to appeal again. The appeals court is Oregon's highest li-dicial authority, so the university Sovernment & Politics

years. Steeper increases are pro-nosed for professional schools. By the 1994-95 academic year

undergraduates would pay ubou \$3,280 at four-year colleges and \$3,480 at universities—more than 40 per cent of the cost of their edit cations. That would be one uf the highest rates on the West Coust said Gregory W. Parker, spukes man for the chancellor's office.

The board of higher education will approve a final hudget later this month, so that it can be forwarded to the Governor by Sep

Mr. Bartlett said that all the colleges have enrollment caps but that most expect enrollments to drop voluntarily as students react tu higher tuitions and uncertainty shout the future of some neadenie

### Attrition and Some Layoffa

He said staff reductions would be made by attrition, job freezes. and some Inyoffs. Many staffing changes, he aaid, will follow the system's overall plan for improv

g coordination.
"This is a selective and planned retreat," he said of the reductions This is not n rout; it is u plunned

He added, however: "If you are a student seeing a program redoced or an administrator or faculty member who lus to leave, there isa't much distinction in your mine between rout and plunned re-

This isn't the system's first expetience in bodget cotting. Educators are still reeling from reductions during the 1991-93 hienminm, just aller Measure 5 took effect.

During that period, the higheredacation system's bridget war chopped 11.5 per cent. Thuse cuts eliminated 61 degree pringrams, cut more than 1,000 positions, re duced enrollments by more than 3,000, and raised tuiting by 38 per

### Vater-Registration Drive

The legislative defeat of the Ciavernor's proposal enme in spite of efforts by Oregon faculty members, students, and udministrators to win support for its passage. Students were especially energetic, maning voter-registration campaigns and holding a rully where they handed out Band-Aids to protest piecemeal budget solutions.

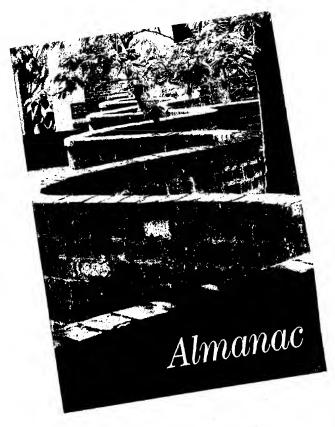
Many campus officials say they don't think voters realized the property-tax relief they wunted would also bring deep cuts to high-

Measure 5 limits the propertytax rates for local services, including schools and community coleges. The state must reimhurse schools and two-year colleges for the lost revenue, taking millions of dollars from auch services as fouryear colleges and universities.

But the man who led the posh tu

get Measure 5 on the ballot in 1990 lays voters knew exactly what thay wanted: to put the brakes on vernment growth.

"Is this a reaction against govrument? You're goddamned right it is," said Don McIntire, a healthclub owner who led the campaign is 1990, "What is wrong in ou towns and atates and cities is that government is accreting more pow-



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Sen. Dale L. Bumpers: "Why in a periad of fiscal austerity are we, in effect, giving the SSC a blank check?"



Leon M. Ledarman "I fear that our vitality as a onceexuberant and vital society will decline.

■ \$1.1-million alated for Furman will go to 3 Baptist colleges

■ Drake to sell 65 houses and put profits toward endowment

■ Estate valued at \$10-million is given to Simpson College

University Graduate School of Journaliam say they will look into allegations that an Italian who Is also chairman of FIAT USA arranged for a \$1.8-million donation to endow the new chair in international journalism that he now holds.

The journalist, Furio Colombo and he had had nothing to do with soliciting the gift, which came from a major Italian bank. But an article prepared as a class assignment by o student in the journalism school and published in the June/July edition of the magazine Lingua Franca named two officials of the bank who said Mr. Colombo had osked the bank to donate the money for the journalism chair.

faristella Loreh, the director of Columbia's Italian Academy for Advanced Studies in America, said the bank's gift was an expression of "national pride" in the new acodemv. Another bank donated a similar amount for a chair in European law, she noted. The Italian academy wao established in 1991 with a \$17.5-million gift from the Italion government

The article also raised questions about the ethics of the journaliam chool's having hired someone with such close ties to a corporation, and suggested that Mr. Co. lombo's appointment had been pushed on faculty members by the school's dean, Joan Konner.

Ms. Konner did not respond to requests for comment before going on vacation last week, Mr. Colombo, an author and columnist for a newspaper also owned by FLAT, sald his corporate position posed no conflict. He said his ties to the

Italian car manufacturer, which The hospitala, university officints also has interests in many other industries, were related to its many publishing ventures. "I'm not here to make cars," Mr. Colombo said.

Stephen Isaaca, associate dean of the journalism school, said the school had a responsibility to reconcile the conflicting accounts of how the money eame to be donated and whether any strings were altached. "We have to find out for ourselves." he said

He also said he was awore that some fomier faculty members were now questioning the appoint-ment of Mr. Colombo, but soid no one had raised the issue when he wos hired.

-GOLOIE BLUMENSTYK

Saptist churches in South Caro-Western Michigan Universilins will instead be divided ty didn't come close to raising the \$8-million it needed to start among three Baptist colleges in a nursing school this fall, so the ning has been delayed until that the South Carolino Baptial fall 1993 at the earliest. Convention has budgeted for Fur-

Western Michigan officials had sel out more than a year ago to raise money for the achool o stortup costs, which iaclude building renovations, equipment purchases, and faculty salaries

College officials decided to raise private money to cover the cost for the first four or five years and hoped that, by then, the state would be able to help support the school's operating budget.

But Western Michigan fell \$6.7million short of its gosl. Campus officials said many people were unsure of their jobs in the weak economy and were reluctant to give. And hospitolo did not donnie as much as the university had hoped. tion, suthority to appoint its governing board. ne trustees and alumni foured

that fundamentolists were taking over the institution.

The state Buptist convention had initially tried to challenge that move in court, but instead voted this spring to break ties with Parnun and reallocate the money.

Furman officials said that the money iimoiinled tu ahoiil 3.5 per cent of its budget, and that they had made up for the lust income by spending a little more from endowment enraines.

James Epting, president of North Greenville, said the additional money would be particularly welcome because his two-year institution planned to start its first two bachelor's-degree programs in the foll. "This is great timing fur us." he said.

until a decision is made that it's a Hoping to earn more money on investments, Drake University has decided to sell about \$2million worth of its reoidential

> be added to Dmke's \$35-million endowment Compus officials plan to reinvest the money in assets that will generate more income than Drake had

been receiving frum rent on the Drake acquired the properties over the past 20 years. The univerwithheld because of a dispute with sity intended to use the lond for eventual expansiun, but officials have reworked the campus's mus-

Computers. Pur o computer network: \$250,000 to Smith College.

Children. For programs to improve child care: \$497,299 to Wheeluck Col-

Extension programs. Fur internships, seminars, and conferences for the U. S Cooperative Extension Service: \$1.8-million to U. of Wisconsin of Madison.

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**PRIVATE GIVING TO COLLEGES** 

instead of the state Baptist conventer plan and no longer see a need for the land upon which the 60 operties sit. Drake will keep about 120 other properties and eventually develop them.

The university is offering the 65 houses first to the professors, staff members, students, and communiresidents now living is them. Druke ufficials expect sales to be brisk beenuse Des Moines has avuided the real-estate slump of other parts of the country.

"li's u strong market, and we feel we can get a good price for our properties," said Alan K. Cubhage. Drnke's director of marketing and communications. "That was really the impetus for us to sell

An Iowa farm owner and masic teacher who "simply couldn't apend all her income" has left an estate valued at show \$10-million to Simpson College, which had never received B gift larger than \$1.4-million.

sun, a 192t graduate and a longtime member of the college's board Profits from the sule of the 65 of trustees, will be added to Simpsingle- and multi-family houses will son's endowment, bringing its val-

The gift includes about L500 neres of furmland, cash, tax-free hunds, and leases on Texas of wells, some of which the college might sell, said Dennis D. Hunt.

The college would use the moncy for scholarships first, he said, adding, "Whot this will do forever is enhance the college's finucial

for the godf program: \$150,000 from Mr.

und htts. Richard Rendleman. Colorado School of Minos. Forschola-ships: \$460,000 from the calate of Busics

# More

debate about the influence of feminist scholarship on higher education, not much has been heard from one Important source: the students who actually take the courses. Two Duke University professors

have tried to remedy that simution with Engaging Feminism: Students Speak Up & Speak Out, u collection of essays culled from journals required of women's-studies students at Duke. Jean F. O'Barr, director of the women's-studies program, and Mary B. Wyer, a lecturer at the university, pored over eds of journal entries wri by both graduate and undergraduate stadents from 1986 to 1990 to

compile the work.
"We found wonderful paragraphs of first-persun nurrative in which the focus shifted from what the students were writing about to what it meant to them," Ms.

Wyer says.
The published excerpts show studenta reflecting on the close relationship between the personal and the scholarly in feminist work

"I'm not suggesting that I don't need to be thorough," one student writes, "but I om recognizing that my personal knowledge gained fro file experiences forms a sulid trase

One woman observes that, in contrast to other curries, in women's studies "there seems to be less of un atmusphere in which class discussino is a vehicle for impressing the professor and less of a ease of competitiveness."

"The buok is not a praise song of women's studies," Ms. Wyer says. "The writings show ata experiencing moments of

Engaging Feminism is published by the University Press of Virginia.

Studenta at the University of esota passed a referendur in May that could make the campus one of the first to offer abortion services.

Sludeota voted by a ratio of 2-to-I in favor of conducting u study to stermine whether it would be economically feasible to offer

abortion services on the campus. A studeot health-advisory mittee has asked the director the Boynton Health Service, Donald Peters, to conduct the study and present the results to the

student committee by September. Dr. Pelers said students wanted abortion services at the university because it would be more convenient than going to on off-campus clinic for the procedure. Students also were concerned that private allation with the private allation with private clinica might require them to pay for the service directly. The bealth service would bill the

university's student insurance plan.
Although abortion is a
controversial issue, Dr. Peters said polities would not enter into his decision. "If the procedure is costeffective, I could recomm we offer the service," he said.

**Students** 

# Colleges Move to Provide Opportunities to Those Cut Loose by the Armed Forces

Institutions direct soldiers to degree programs and through the thickets of financial aid

By CHRISTOPHER SHEA

Colleges and universities see the nation's effort to reduce its armed forces os an opportunity to recruit a new, and potentially vast, corps of students.

Since 1988, when Congress began to talk about shutting down bases, officiols in government and education have explored ways to help military personnel moke the transition to civilion life. Congress's Office of Technology Assessment has estimated that roughly 500,000 military positions and civiliun Department of Defense jobs will be cut frum 1991 to 1995.

Culleges want furmer servicemen and service women to use education as a sten in starting new careers, and states want them to bring their knowledge to the high schools us tenchers.

"Many of the men and wumen leaving the military now never thought they would be in this position," suys Marilyn Cobb Crouch, one of the directors of the Defense Transition Services uffice at the University of Central Florida, "They are confused. und don't know what is not there."

Transition-assistunce programs can direct militury personnel with specialized skills toward degree programs that will give them the credentials to continue in their chusen field no civilions. Or, they cun guide penple whose militury duties are less eusily transferable-infantrymen, for exumple-into new areas.

Officials of such programs say that they provide former military personnel with information on financial aid. Steve F. Klare, director of Servicemembers Opportunity Colleges, a group of 1,000 colleges and universitles, suys: "The nrmed services don't provide a coherent account of what financial uid is uvailable in the 50 stotes."

### A Variety of Approaches

Among the approaches some states and colleges are tuking:

a The California Deportment of Education developed a project to lure military personnel with expertise in mathematics and science into the public schools as teachers. The program, which received \$100,000 from the U.S. Department of Education in 1990, is coordinated by the U.S. Navy, San Francisco State University, the San Francisco Unified School District, and California's Department of Education. Oflicials hope to triple the number of people accepted into the program this year. Ten were accepted lost year.

a The Florida Department of Educa-

"If a soldier gets diverted to a full-time lob, he or she will never finish his education.

We try to provide them

information early and get them committed to education."



Marilyn Cobb Croach of the U. of Central Florids; "Many of the men and women leaving the military now never thought they would be in this position.

tion, which already has an office that refera former military personnel to alternative posed expanding that office to serve as a clearing house of information concerning job opportunities and related academic ond vocational programs at various Institution

■ Valencia Community College secured o grant from the state of Florida to recruit ary persoanel as students. Pamphiets exici the college's specialized assistance, which ranges from advice on obtaioing financial aid to help in converting military

experience into college credit.

a North Lake College hopes to offer classes at the nearby Dalfas Naval Air Station to personnel who want college credits and job training.

San Francisco State graduate education program were set aside for military personnel with bachelor's degrees. Those occened ioto the program follow a path that leads to a teaching certificate and to a master's in secondary education. They teach in the aftermoon at two San Francisco high schools and take courses at night. Each participant receives \$2,500 from the state to cover fees and the cost of books

### Some Kinks Remain

J. Robert House, a professor of secondary education at San Francisco State who administers the program, recognizes that the move away from the structured envirooment of the military can be jarring. 'We hold informal seminars, usually weekly, where people in the program can trade views about their experience." he

Some kinks in the program remain, however, Five candidates dropped out, partly Continued on Following Page -

## TOTAL QUALITY MANAGEMENT

BOOKS FOR HIGHER EDUCATION Using Deming to Improve Quality in Colleges and Universities; W. Edwards Deming is the follow of the quality circle. The authors examine how Deming's principle can be applied to university settings to improve operations, increase pride and workmanship and realignificant time and mose sary savings.

Implementing Total Quality Management in Higher Education: d on the principles of Deming and others, and following up on Using Deming to Improve Quality, this explores the different approaches to total quality management and how to implement these theories in

Total Quality improvement Guide for Institutions of Higher Education: A step-by-step approach to turning quality problems into total quality solutions. Hypothetical assessful administrations how to use the tools of total quality improvement, A second section contains TOI forms and statistical modula along with instructions on how to use them on your campus.



Total Caselly accounted Gui for inellacions of \$34.95 harge my MC OVISA AMEX

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money sway when people were

complaining about the high cost of

Because Western Michigan snw

that it might not reach its goal, it

did not hire any professors or ac-

"It's going to be a program of great value," said Janet I. Pisa-

neschi, deon of the College of

Health and Human Services. "And

totally impossible thing, we'll con-

tinue to do our best to get the mon-

Ahout \$1.1-million once alat-

ed for Furman University from

The money is part of \$3-million

mon aince 1990 but that has been

the university over its decision to

sever ties with the state Baptist or-

Most of the rest of the money

will be used for scholurships for

students pursuing church-related

studies of the three institutions-

Anderson College, North Green-

ville College, and Charleston

Southern University-and at six

About \$55,000 will be given

Purman for a campus ministry and

to maintain the South Carolino

Purman altered its charter in Oc-

tober 1990 to give the university,

Southern Boptist seminarles.

Baptist Historical Collection

ganization

cept any students for the fall.

\$31.95

MONBANTO FUNO ovo North Lindbargh Boulavard St. Louis 63187 High-school students. For a program of mathematics and selence education for high-school students: \$300,000 to U. of Missouri at St. Louis.

CHARLOTTE W. NEWCOMSE FOUNDATION 8 Park Placa rincaton, N.J. 08542

Student ald. For scholarships for miactive rate. For scholarships for mi-nority-group or disadvantaged students \$255,000 divided among 15 institutions affiliated with the Presbytoriao Church (U.S.A.).

GIFTS & BEQUESTS

Arkansae College. For acholarships: \$429,000 from the estates of Paulice and Brooks Bradloy and \$313,000 from the estate of Nannie Stone Hall.

DePaul University. For scholarships: \$ [101,100) from Northern Trust Compa ny.

Oadadan Stato Community Collegs, Feraur-ing seholurships; \$100,000 fromas monymous dinner.

Hood Golings, For scholarships; \$333,000 from the estate of Olive L.

Bowlin.

La Salta University, For resovation of feelilitics; \$225,000 from CoreStates minion to U. of Wisconsin et Madison. Leadership. For programs of leader-ship edacation: \$482,100 to Massachu-setts Institute of Technology. Minorities. For programs tu increase minority enrollment in medical schools: \$456,556 to Brown U. For support of programs: \$291,000 for E. t. Du Pont de Nemours and Compa 3436,536 to Brown U.
Rural development. To evaluate Kellogg-assisted "Rural America" programming: \$110,798 to Michigan State
U. (This brings the total of Kellogg support for this project to \$626,920). su poort of programs: \$1.6-million for the estate of Morie Corby-Hardman North Carolina State University. For

Missouri Westam State College. Per

support of programs: computer software vulued of \$1-million from saa institute

University of Dubique. For support of programs: \$350,000 from the estate of tells Virtue

ida Virtue.
University of Kanasa. Uarrestrictel be-quest of 3306,000 from the estate of Meta Stember Steigner.
—Unrestricted gift of \$200,000 from Luwrescee D. and Joan Rollman Royer. University of Missan. For the cybosy-ial and for a professorabje in the field macular desenration: 32-million from mucular degeneration: \$2-million is the estate of Gladys A. Sludworth-

—For a professorship in the school edicine: \$100,000 from Edward A.

medicine. \$100,000 from Edward.
Dauer.
— For the department of ehemistry.
cupiment valued at \$345,000 from Cason Properties.
— For the school of enuise capturings.
— For the school of enuise capturings.
Corporation of America.
Wayne State University. For propuser in manufacturing engiocerings; 110,007 from Michigan Goron Michigan Goron Michigan Garantings. The school schools of the school of

## Colleges Help Military Personnel Make the Transition to Civilian Life

scribine Valencia and its transition

program to bases around the coun-

try. Interested personnel could re-

quest a packet that included a gen-

eral introduction to the college's

programs, assurances that older

students would feel at home at Vo.

lencia, and a sample budget for a

family of three. Since September

he has received 200 inquiries

"That's very good, cansidering we

are limited to people who plan to settle in the central Florida area."

The armed services do encour-

three-day, on-base seminars initi-

ated in 1990 and held regularly at

some 175 installations. The seni-

nars focus on job-hunting eti-

quette, but counselors also inform

men and women of the educational

Mr. Knight, however, notes that

the message does not always get

through: "Servicemen and women

don't clearly understand the proc-

ess for getting into school and the

Valencia has subcontracted with

the University of Central Florids,

which gets half the grant money, to

provide additional assistonce, Ms.

Croach of Central Florida's transi-

tion-services department says her

office serves active-duty person-

nel, reserve forces, the National

Guard, Department of Defonse em-

ployees, and defense-contructo

hard dendlines they must meet."

On-Base Seminara

benefits available to them.

Mr. Knight says.

Continued From Preceding Page The participants were required to teach two classes a day and prepare for as many as three threehoor seminars each week. Some who were still on active duty had to set aside time from military obliga-

"We will probably not tie in the master's if we continue the pro-grom," Mr. House says, "They cnn always go on to do that work

So far, no one in the program has a full-time teaching position, but Mr. House says he expects that to change by the end of the sommer, when public-school districts typically fill their positions.

While the California program fo cuaes on teacher training, officials in Florida hope to develop o broader effort to guide military personnel through college programs and into care, law enforcement, and truck-

ing.
"Fifteen per cent of the people in the service have bachelor's degrees, and we can moybe convince one per cent of them to teach," says Jomes C. Pirius, director of federal relations for the Florida Departmeat of Education. "A more ressing queation is: How do you

### Stalled by Gulf War

Mr. Pirius started by helping potential teachers. Working with a \$100,000 state grant, he set up an office in the state's Department of Education called Second Careers

From the program's inception. however, Mr. Pirius has hoped to expand the services the office pro-vided. He persuaded Florido bosinessmen to provide notices of job openinga. He also asked commonity-college officials to supply information about their academic and vocational programs. His goal was to establish a comprehensive complete and the registrar's and such as the registrar's and the registrary and puterized data base. "We would not just get the men and women into a training program and forget them," he says. "We would monitor their progress."

But the massive call-up of mili-

"There has to be someone there who is an advocate

for the Gi Bill, who can tell them how to use that ticket at the admission

window. That'e my role."

age departing servicemen to pur-sue education—notably during tary personnel for the Persian Gulf war stalled the project. In addition, money has not been available this year because of Florida's budget crisis, and budget woes at the federal level moy make it difficult to get help from Congress. "When I think about where we could be right now, I get depressed," Mr. Pirius says.

When Valencia Community College aought and received \$200,000 from Florida to help people leaving the armed forces, it hired retired Lieot, Col. James M. Knight to run its program. Mr. Knight, now director of the college's Military Transition Program, thinks that the military does not sufficiently emphasize the advantagea of continuing education immediately after a

"If a soldier gets diverted to a full-time job, he or sho will never finish his education," he says. We try to provide them informs tion early and get them committed to edocation.

Mr. Knight, who describes his position as having "zero authority

The same

Typically, Ms. Cronch's first contact with a servicemen Is at one of the on-base seminars to prepare service personnel for civilion life. She makes sure they know that higher education is an option they should consider. "There has to be someone there," Ms. Croach says, "who is an advocate for the or Bill, who can tall them how to use that ticket at the admission window. That's my role.

After being discharged, those who sre interested can follow up at the campus office. Ms. Croach of ten will simply help a potential student and his or her spouse prepare résumés and hone their interview skills. However, she also promotes a long-range perspective that in-cludes education. Most active-duty personnel don't know much about educational beactits, sho says, so her counseling helps.

"They don't realize until we tell them that they can work during the day and study at night," she says. "They think it is an either-or situa-

### 10-Year Limit on Benefits

Sha urges those with any interest in college to begin right away, because the Montgomery GI Bill benefits have a 10-year limit. Besides she says, "the first class osually whets their sppetite, and they start hinking sbout a degree and setting

Some institutions, looking at bases full of people who realize

mny be plinsed out and who feel they need more than a high-schnul diplomu to succeed as veterans-affsirs' offices on the civilians, muy start reaching out to military personnel even without He sent 10,000 pamphlets de-

the help of state mancy. Glenn R. Horrell, coordinator of veterans' affnirs at North Lake College, wants to offer classes at

### 'Many of the people on the base planned to

make a career of it. Now they realize that they are going to have to go and

hustle in the job market."

Dallas Naval Air Station. "Muay of the people on the buse planned to make a career of it," he says. Now they realize that they are going to have to go and hustle in the

### Very Low Cost for Classea

North Lake College, with an enrollment of roughly 6,500, expects that number to grow if it receives permission to offer classes on the

base. Mr. Burrell expects courses that point to future careers-health-care and criminal-justice coorses, for instance—to be the

Columbia College in Missons and Northwood Institute in Michigun ulready have extension affices on the base, but, Mr. Burrell says, "we can offer a wider range of coorses at a lower price."

We want to be able to talk with them first hand, to reach those who don't have the get-up-and-go to leave the huse or take a class," he

The luw cost of expanding onto the hase makes it an easy decision. the base provides the space, the college will have to pay only for a few teaching aides. "We can pro-vide must classes at almost no cost," Mr. Burrell says.

Mr. Kime of the Servicemembers Opportunity Colleges consortiom, says he hopes that the effort of some colleges to provide for the edocational needs of miltary personnel will prod the militury to increose its own efforts in

"The military does a good job at tenching them to shine their shoes before they go to o job interview," he snys, "hut I don't think we have stressed education as much as we

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## Sidelines

College basketboll coaches hope that a new leader and a new address can breathe new life into the National Association of Basketball Coaches, which has been seeklog more control over

their intercollegiate aport.

James A. Haney, the
commissioner of the Big West Conference since 1988, will becom executive director of the conches receiption this sommer. Joseph R Vancisin, the current director of the 4,000-member group, announ his retirement tast year.

Mr. Haney was chosen after George Raveling, a vice-president of the NARC's Board of Directors and the favorite for the post, turned down the job in April. Mr. Raveling, the widely respected men's conch ni the University of Southern California. decided to stay with the Troings.

Refore Mr. Honey takes over, the NABC plans to move its headquarter from Branford, Conn., to Knnsus City, Kan., to be closer to the National Collegiate Athletic Association, which is based in n Kansas City suburb. The conches' group is also plenning to expand its two-person staff.

Mr. Haney said the move was

intended to put the NAOC "closer to the heart of the decision-making" Process of the NCAA.

The coaches have been frustrated

in recent years because they feel they have been excluded from importunt decisions about their sport. Their concerns have focused particularly on the NCAA's 1991 cothneks in rships, season lengths, and

the size of coaching atoffs. Mr. Haney, who has experiences frustrations of his own in the Big West Conference—Including Inst year's loss of one of the league's most successful members. California State University ut Presno-said he was ready to

"We can turn challenges into opportunities here, too" he suld.

Brooklyn College of the City University of New York has eliminated its athletica program as part of a \$5.4-million budget cut the university system asked the college to make nearly two months ago.

The move, which affects 15 teams and 171 athletes, is expected to save as much as \$260,000 in state funds, according to a college spokesman. He said the college. which has been in Division I of the NCAA for almost a decade, coold sot afford to sponsor even a scaled down program, such as one in Division II.

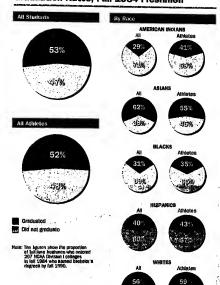
But some observers say the movo was also motivated by what they say is tho namedstration's embarrassment over recent fludings that the college discriminated against its female athletes and coaches. In February, the college assured the Education Department's Office for Civil Rights that its athletics program wants between the continues

program would be in compliance with federal sex-equity laws by

## **Athletics**

# Black Athletes Graduate at a Higher Rate Than Other Blacks, NCAA Reports

Graduation Rates, Fall 1984 Freshmen



One sponsor of that legislation, Son. Bill Bradloy, n New Jorsey Democrat, ap-planted the NCAA for beginning to release the Information oven before the law takes effect noxt year.

Last week the Near released overall av-

Applaose From Senator Bradley

Study is first to include

By DOUGLAS LEDERMAN

Black scholarship athletes who entered

Division I colleges in 1984 graduated at a

higher rate than all foll-time black students

at those institutions, a study by the Nation-

al Collegiate Athletic Association has

But black athletes were far less likely

than athletes of other races to earn their

degrees within six years, the NCAA report

shows. Thirty-five per cent of the black

athletes had gradonted by the aummer of

1990. compared with 31 per cent of all

black students and 59 per cent of white

Over all, 52 per cent of all Division I scholorship othletes graduated within six

years, compared with 51 per cent of all full-

The NCAA study, released last week,

contained the association's first-ever

breokdown of graduation rates by race.

federal law requiring colleges to make nub-

lic the graduation rates of their athletes and

other students by race, sex, and sport.

The date were collected in response to r

time students at those institutions.

breakdowns by race

erages for 297 Division I colleges; the institution-by-institution breakdown will not be available until late this month or early noxt month.

Liko the graduation-rates survey that the NCAA released last year, last week's report focuses on the entering class of 1984. The new report, however, follows Continued on Following Page

## 7 Big Ten Universities Exceed NCAA Scholarship Limits

Seven universities in the Big Ten Con-ference have exceeded National Collegiate Athletic Association scholarship limits for several years because of confusion about the NCAA's financial-aid rules, league officials admitted lost month.

On the colleges' behalf, the conference has offered to have the institutions forgo a total of about three dozen scholarships over two years in such sports as wrestling and swimming. Officials at several of the confer

ence's universities are privately furious at the league, which they blame for the misonderstanding. They complain that Big Ten officials assured them that by following a conference financial-aid policy that was in effect through 1991, they also were obeying NCAA rules. In reality, they found, the twodecade-old Big Ten policy coafficted with

the association's rules. The controversy centers on scholarship

rules in "equivalency" sports—those in which one athletic scholarship can be divided among several athlates. All Division I sports except football, men's and wom-

CONFERENCE

en's basketball, aod women's gymnastics, teanis, and volleyball fall into that catego-

In equivalency sporta, colleges may divide the maximum number of permissible scholarships among as many athlotes as

they wish. In men's golf, for instance, a college has five scholarships to divide among any number of team members.

The contested Big Ten policy, which the conference ended last year when the problem was first identified, permitted an institution to calculate the amount of scholarship aid it could give based on what it charges an out-ofstate athlete for tuition, fees, room and board, and books, even if the collego was charging the athlete at the in-

Waiver for Out-of-Staters

Many jastitutions provide a waiver that allows out-of-state athletes to pay in-state rates; the athletics program pays the tuition of athletea on scholarship; and the university picks up the rest of the tab out of its general funda

For example, University A awarded fivo Continued on Following Page



J. Robert House of San Francisco State U.: Moving from the structured environment of the military can be jarring

## Graduation Rates of Athletes Reported in Study

Continued From Preceding Page the othletes over a six-year period instead of five years, as previous NCAA studies did.

The new format also includes more information than previous NCAA reports. Besides the groundbreoking data on race, it offers information about two entering classes (1983-84 as well as 1984-85), instead of just one class as past studies have done.

It also provides a "refined" graduation rote, which includes in the denominator athletes who transferred to a college and excludes those who left the institution in good standing. That was done to accommodate officials who complained that colleges ahoold not be held accountable for

"The perception out

there is that athletes

are way down here.

that they're just

not graduating. That's

not the case."

athletes who may have transferred to and graduated from other insti-

"Should an institution be penalized for a stodent going to another inatitotion and graduating?" snid Sara N. McNabb, assistant vicepresident for enrollment services at Indiana University, and chairwomen of the NCAA committee that prepared the graduation-rates re-

ort. "I'm not sure it should." But Ms. McNnbb also noted that no comparable "refined" rate was available for students who are not athletes, and hence no compariso existed for the adjusted rate.

Virtually all institutions ahowed narked increases using the refined rate. Over all is Division I, the re-fined rate was about 15 percestage points higher than the usadjusted

### 1 Million Students Covered

The NCAA dutu on the graduntion rutes of athletes by race are certain to attroct significant attention, because of the intense public interest in sports.

The association's newest report also provides some of the best and most up-to-date information now avoilable about the graduation rates of full-time students at many of the country's biggest and most prestigious institutions. The association's survey covers a total of over I million students who entered Division I colleges in 1983-84 and 1984-85.

Among other things, it shows that Asian students outpaced other students at the 297 Division I colleges, with the entering class of 1984 graduating at a rate of 62 per cent. White students were sext at 56 per cent, followed by "other" students (international and unidestified students) at 48 per cent, Hispanic atudents ot 40 per cent, bluck studests at 31 per cent, and Ameri-

can Indian students at 29 per cent. Womes generally outperformed men, with 54 per cent of all female students graduating, compared to 51 per cent of all sien. Asiass were most likely among both msle and female students to get their degrees in six years: Asian men gradusted at a rate of 60 per cent and Asias women at a rate of 64 per cent.

American Isdias, black, Hispan and white women all graduated at higher rates than did their male counterparts. Only in the "other" category were men slightly more likely to gradunte than women.

### Breakdowna for 6 Sports

The NCAA study provides much more detail about the graduation rates of athletes than of other students. It includes separate breakdowns for six sports, as well as the refined rates for each one.

athletes are way down here, that Richard D. Schultz, executive they're just not graduating," director of the NCAA, asid in releassaid. "That's not the case." ing the report that he was "pleas-

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## 7 Women Sue U. of Texas, Demanding Varsity Teams mer director of women's athlet-

ics, said she could not comment

women's athletics, the propor-

tion of female participants in the

sports program versus male pur-

each for men and women, but

the nthletics program includes

more than 300 men and fewer

than 100 women. About 53 per

cent of the undergraduates at

Texns are men and 47 per cent

The lawsuit is expected to at-

Donna A. Lopinno, the for-

nts, since they tend not to

ally available to other students.

a Athletes of every race except

Asian were more likely to graduate

than were other students of their

cipants is "problemutic" at

yet seen it.

stitutions.

arc Women

Taking what their inwyer dispreportionately affords to called the "offensive" is support of women's sports, seven female students at the University of Texas at Austin sued the institution last week, asking that four womes's varsity terms

be added to the athletics pro-

The suit differs from other re- ceive federal mid. cent sex-discrimination cases in college athletics in that the Tex- ty's director of women's athletas students are seeking new teams, not trying to save old on the suit because she had not tenms from the budgetary chopping block. The suit osks that womes's sports-crew. gymnastics, soccer, and softball—be elevated to varsity sta-

"Thia is not a defensive legal action where we are trying to hang on to what we have," said Disne Henson, the students' lawyer. "This is a major offensive move in the fight for geader

The class-action suit was filed in federol court last week by seves female students at Texas who participate either on the club teams in crew, gymnastics, or soccer, or who play istramural slow-pitch softball.

The suit claims that the uni-Texas is widely known fur its versity, by not providing more varaity-level sports to women. is unfairly denying female stu-

antly surprised" by the results,

which showed nthletes generally and performed as well as their

peers, or better. Mr. Schultz noted

that the athletes included is the

survey entered college before

Proposition 48, the freshmun-eligi-

bility standards that require under-

prepared athletes to sit out a year,

"The perception out there is that

Mr. Schultz also said, however,

ook effect in 1986.

atrong and successful women's athletics program.

dents "tangible benellts that [it] ics at Austin, who is now the

executive director of the Won-The athletics program, the en's Sports Foundation, said in luwsnit claims, violates the a statement that the university U.S. and the Texas Constitutions and Title IX of the Educaevery sport as well as it treated its football players. But, she tion Amendments of 1972, the federal liw hurring sex discrimiaution in institutions that rendded.

Judy Conradt, the universi-Suit Against Colorado State

In other legal action, six former softbull players at Colorado State University have sued the institution, claiming it discrimi-She did say, however, that nuted against female athletes while Texas had made a "trewhen it cut the softball program mendous commitment" to for hudgetary reasons.

Colorado State canceled the baseball and softball programs last month to help the institution ulle viote is \$600,000 deficit in the Texas, as it is at many other inathleties program.

The suit, filed in federal Texas offers seven teams court, aceks a permanent injonction to prevent the university froot dropping softball The Mys that canceling softball violates Title IX and the state constitution by further exacerhating inequities already present in the intercollegiate sthick ics program.

tract antional attention because Colorado Stute fields teams in eight women's sports and sever men's sports. Lust year's budgct was \$998,000 for women and almost \$3.8-million for men.

that athletes in every sport should letes who entered Division I col gnidunte at a higher rate than other leges in 1984 graduated at a rate of 62 per cent, while 47 per cent of mide uthletes earned des

have the same financial pressures that force many students out of col-■ Athletes in baseball, men's lege. Athletes are also encouraged track, and especially men's basket to carn their degrees within live hall lagged behind their peers. years, Mr. Schultz said, by the Men's hasketball players is Div NCAA rule that requires them to sion I graduated at a rate of 38 pe complete their four years of cligi- cent, with black players the lowest bility within five consecutive nt 29 per cent. Black male basket years. Athletes also tend to receive hull pluyers at universities in Diviintensive tutoring that is not genersion I-A, the NCAA's ton compet tive level for football, graduated at Amung other highlights of the o rate of 23 per cent.

Athletes who entered the 106 universitica in Division I-A in 1984 fured worse compared to their nonuthlete peers than did other Divia Female athletes of every race letes in I-A graduated at a rate of Si did much better than their male counterparts. Over all, female ath- of all stodents at their colleges.

## 7 Big Ten Universities Found to Exceed NCĀA Limits on Sports Scholarships

Continued From Preceding Page bot it did," James E. Delany, th scholarships in men's golf, at its league's commissioner, told The out-of-state rate of \$10,000 each. for a total of \$50,000. But the university charged the five othletes the in-state tuition rate, say \$6,000, for a total of \$30,000. The university then spent the extra \$20,000 on scholarships for other athletes in

## Role in Setting Polley

Big Ten officiala said they had been under the impression that the league policy conformed to NCAA regulations.

"I'm oot sure how this could against Washington State Back that Big Ten sity, which violated the NCAA's B ers always have played such a big role in NCAA policy setting.

Des Moines Register last week Mr. Delany was out of his office last week and could not be rouched. Other Big Ten officials said they would not comment fir-

ther on the issue. However, officials at the associ ation and sports administrators at several other NCAA colleges said they believed that the association's rules were clear on the sub-

Last month, the Pacific-10 Conference levied harsh pent against Washington State Univernancial-aid rules in a similar way. -DOUGLAS LEGERMAN

## Dispatch Case

A top civil servant in Spain's Education Ministry has been appointed Minister of Education.

Alfredo Perez Rubalcoba, who has not previously held u ministering Solana, the education chief since 1988, who was picked by Prime Minister Felipe Gonzálcz Márquez to be the country's new foreign

Politicians and education officials said Mr. Rubalcaba's annointment was a sign that the socialist government had no plons to change its education policies.

For the past 10 years Mr. Rubalcaba has held top technicat positions lo the ministry, and participated directly in the ormulation and implementation of the government's education reforms He helped draft the 1983 University Reform Law as well os 1989 legislation reorganizing the education system.

A former chemistry prufessor nt Completeose University of Madrid. Mr. Rubalcaba has a reputation for knowing more about Sonin's education system than anyune else in the government.

He is also regarded as o tough negotiator. Senior officials at the Education Ministry as well as Spanish union leaders suy he played s central role in negntiations that ended a series of nutiunwide striker by high-school students in 1988.

Students at the University of Rostock in eastern Germany are confining their protests
sgainst poor learning and living
conditions at the institution.

Although classes were disrupted when the unrest began in late Muy, the protests generally have been peaceful, and no arrests have been

The students say that educational reforms in what was once Communist-ruled East Germany are unfolding too slowly. At Rostock, many academic departments do not have a full conlingent of professors because of bidag delays, and buildings are in deplorable condition, some of them structurally onsound. In dormitories four or five students frequently live

in rooms designed for one.
The unrest began when Germany's academic deans held their annual meeting in Rostock. Students boycotted classes and occupied university boildings. The deans, at the conclusion of their eling, demanded that the federal and state governments increase the higher-education budget.

Reper-education bunger.
Despite the deans' appeal, students have continued to genometrate and bold weekly meetings. About 2,000 of the niversity's 6,000 students have taken part in the protests.

"Ws're trying to get the state and federal government to step up the pace at which they're thring professors and budgeting money for improvements," says Tilo Propp. a student smy fludent government spokesman.
We need help now, not later."

# International



Christophar Knapper of tha Quaan's University Canter for Instructional Development: The bast

# Canadian Universities Put New Importance on Efforts to Improve Teaching

TORONTO Canadian universities are taking new steps to improve Instruction and reward good teaching.

Prodded by public criticism, student demands, and financial pressures, the institutions-at long last, many observers here say-are looking for new ways to make the lecture hall a setting in which more learning takes place.

Among recent developments:

Queen's University catablished an endowment of \$2-million (Canadian) to support its new center to improve taaching, with \$750,000 of the total coming from fees that students voted to impose on them

■ The University of Ottawo doubled the budget for its center for innovative teaching this year, to \$50,000.

a York University elevated the status of its three-year old Center for the Support of Teaching to that of an independent department with its owo operating budget.

McMaster University has begun deliberations on a new policy that would require candidates for faculty positions to demonstrate their teaching ability.

There are pockets of exciting things going on," says Christopher Knapper, director of Queen's University's new Center for Instructional Development. "But I want to see a greater emphasis on studeot-centered

Mr. Knapper has been promoting the cause of good teaching at Canadian universities for 15 years. He is a founder of the Society for Teaching and Learning in Higher Education, an organization that has attracted more and more faculty interest. More than 400 academics attended the group's annual meeting here last month. which offered some 100 sessions on trends

"The additional funds have

enabled us to expand our programs to provide better services to teaching assistants

and expand our orientation program for new professors."

and techniques in improving student learn-

Allan Bilzzard, director of instructional development at McMaster University. cites the steady growth in faculty attendance at the aoclety's conferences as yet another sign that "teaching is valued more." But is teaching aow on an equal footing with research? "Not yet," says Mr. Blizzard, "bot the trend is in the right

Canadian academics who are active in omoting the cause of improved instruction say only ersities still have a long way to go to strike a better balance between aching and research.

They point out that no universities in Canada have adopted Institution-wide policies that mandate "how-to" courses on teaching for new faculty members or teaching assistants, as critics have urged them to do. And few of the Institutions require long-time faculty members to refresh themselves on teaching techniques or to study new methods.

Long-Term Procesa

Observers say Canadian onliversities are only beginning to talk about more radical reform. Those involved in proposing changes say that improving teaching is a long-term process, one that could eventually lead to an overhaul of what is taught and how the curriculom is delivered to studenta. Bot observers are encouraged by the fact that the process at least has begun.

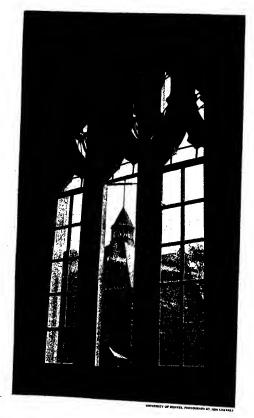
Yet another sign of the importance campuaes in Canada are assigning to good teaching came last month when a panel of higher-education leaders issued a report calling on universities to take stops to promote good teaching and greater accountability.

The panel was formed last fall by the Association of Universities and Colleges of Canada. It offered the first detailed response to the recommendations of an Inde-

Continued on Page A35



## The Chronicle: Your Window on Academe



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## Canadian Colleges Strive to Reward Good Teaching

Continued From Page A33
pendent inquiry on university edu-cation in Crimida that the ossocia-

Stuart Smith, a former professor of psychiatry at McMaster University and one-time hend of the Scince Council of Canada, conducted the inquiry. The association had hoped he would help coll attention to the universities' financint plight and their complaints about chronic inderfinancing from their principal sources of revenue—the federal provincial governments. Instead, be blasted the universities for fostering e climate that rewards present above teaching, despite their chief mandate to teach under-

### Call for Action

The panel's response to Mr. Smith, which was accented by the association's board of governors, concluded that there was an "tirgent need for action." It said Cnnam universities should:

a Develop performance nieusures clearly understood by the public or risk having government or others establish criteria for judging the perfermence of universities,

n Madify hiring end tenure practices to recognize and reward excellence in teaching-although not at the expense of research.

n Require profesnors whose teaching inadequacies have been demonstrated to take remedial courses to improve their utilities. n Require all new faculty mem-

bers to take a minimum number of hours of teeching instruction.

While embracing key findings of the Smith report, the panel took is-

sue with one that described universities as "fundamentally heelthy" in spite of the erosion of government financing in the past decade. Mr. Knapper is emong those

pleasantly surprised by the panel's ommendations, which he says indicate that university presidents are taking the role of teeching more seriously. The presidenta' initial reaction to the Smith report, he recalls, was extremely negative. A lot of them wanted to "bury" that iocument, he snys.

### Budget Is Doubled

Since the Smith report last fail, miversities have examined their policles and in some cases made changes. At the University of Ottawa, which had conducted its own udy of the teaching Issue before the Smith report was released, the Paculty Sennte has approved a plan to develop new atrategies to improve teaching. In addition, the university doubled the budget of its center for innovative teaching.

The additional funds have ennbled us to expand our programs to provide better services to teaching istants and expand our orientation program for new professors," says Serge Picelnin, the center's

The financial crunch on Canadian campuaes also is pressing administrators to make changes. As alversities try to diversify their revenue base through increased

voluntary financial support from alumni and businesses, the institutions must demonstrate their rele vince and become more accountable. For nlumni and business suppurters, the teaching issue ranks high on the list of concerna. The message frum those groups, says Mr. Kanaper, is "you exist to tench students, I want to see value for nuney."

At the same time, the budget pressure on universities makes it more difficult to adopt reforms that would pince more emphasis on inproved teaching. Increasingly, large universities are trying to proniote theniselves as research-onented centers in order to attract ton scholars and research funds from industry and government, It is more difficult, by contrast, to attract funds to support better undergraduate tesching.

The growing pressure exerted by students who want to make the most of their undergraduste experience also has played an important part in pushing the universities to nct. In the current climate of tight resources, students fece the prospect of more large classes, less exposure to tup professors, and more relinnce on tenching assistants.

At Queen's University, students have tuken an active role in promoting the importance of teaching. In an unusual move, they have put in their own money, collected through fees, to support the work of Mr. Knapper's center.

In Mr. Knapper's view, the hest hope for mising the profile of tenching is to revump tenure and prunustion practices.

"If the reward system gets changed, then you're going to see. by the linck door, people wanting help" in Improving their teaching skills, he says, "Even when universities give equal weight to

### Canadlan academics

who are active in

promoting the cause of Improved Instruction say universities still have a

long way to go.

tenching end to research in tenure decisions, on paper at lesst, faculty members still see publications and research es essential to success in their field."

Ross Rudolph, associate vice-president of faculty affairs at York University, says administrators must do more to change the mind act of faculty members. "It's colleagues themselves who have established the culture that values research," he says. This year, York established two teaching ewards, each worth \$5,000, for outstanding teaching by n tenured faculty mean ber and by a non-tenured instructor. Nominations will be made by

But awards may not be enough to change attitudes. Several academics at last month's meeting of the Society for Teeching end Learning in Higher Education who had won national teaching ewards nponsored by the 3M Company complained that their own univer sities had done little to publicize

## Students Close U. of Mexico to Protest Tuition Increase

Studenta at the National Autonomous University of Mexicu occupied buildings and shut down the biggest compus in Latin America for one day to protest the institution's proposal to mise tuition by t million per cent.

Annual tuition at the university has not been raised aince 1948 and today is equal to about six U.S. centa. Administrators at the university, after seven months of deliberating how much it should charge students, announced last month that the tuition would be incrensed to the equivelent of about \$670 a year (The Chronicle, June 24). The university also said it would nut in place a comprehensive scholarship and financial-aid program to insure that no qualified Students would be turned awny because they could not afford to pay.

As they had threntened, elected student leaders organized n nisssive, non-violent demonstration to protest the university's plans.

### Law School Remains Open

The occupation of sume university buildings and picket lines at others forced the cancellation of most classes. The lnw school was the only one of the university's 15 faculties to convene classes. Meny if not most of the universi-

ty's 250,000 students seem re-

Students pratested plans by the National Autonamous University of Maxico to raine tuition from the equivalent of 6 canta to \$670.

magnitude and recognize the institution's financial predicament. It has not been able to repair or even maintain its facilities, and the wages of its faculty members have fallen far behind the rate of infintion. As a result, many have left for more lucrative positions at other institutions.

'The university's rector, José

signed to a tuition incresse of some. Sarukhán Kermez, told the protesters that officials were still open to new ideas on the tuition increase, and that the sentiments of the etudent demonstrators would be taken into account. He seid he would announce on July 17 whether the university's tultion would indeed be increased to the \$670 that

## Belgrade Students Press for Serbian President's Resignation

### By DUSKO DODER BELORADE

Striking students et the Univernliy of Belgrade have coiled on all political parties in Serbia, as wall us the Academy of Sciences, the Orthodox Church, and other major institutiona, to help find a solution to the republic's political impasse.

Opposition political groups have heen trying to mobilize populer support to topple Serbinn Presitlent Slohodan Milosevic, who retains strong support in rural areas of the republic, where he appeals to -seated nationalism. The students have been alriking to prens their demands for the Presi-

dent's resignation. The students want the meeting to be held in the office of the university's rector. The compus has been occupied by 15,000 student protesters since early June.

Students at three other Serbian olversities also continued their sit-los against the government.

Opposition political leaders were eloomy last week as it became clear that they could not rally sufficlent popular support to topple the President. A rally to mobilize suppart for such ection attracted about



100,000, far less than the organiz- students last week and medeers had hoped. The presence of Crown Prince Alexander Karad-jordjevic, the prelender to the throne of Serbin, falled to spark the nationalist support that opposition parties had hoped to attract.

The striking students took part in the raily, but have sought to avoid direct links with political perties.

### Prince Vialts Strikern

The university itself continues to remein the strongest center of opposition to the President, even though a protest of several thouaand citizens has continued in front of the parliament building.

Prince Alexander visited striking

ties But he was born in exile in London and is unable to speak Serbo-Crontlan. The few lines that he did speak were heavily accented and peppered with mistakes. "To us he is something exotle," said a but is he the answer to our problema? We dou't know,"

Last week Belgrade protesters staged a second march through tho city in en effort to galvanize opposition to the Milosevie regime. Heavily armed police units were deployed throughout the city, but no incidents and no arrests were



N HIS LETTER OF RESIGNATION, Calvert H. Smith, president of Morris Brown College since 1984, wrote, "It has become clear to me that the most urgent chellenge is found not in higher education but in our nation's elementary and secondary schools. . . . Contrary to my colleague at Yale, I do not believe the solution is a system of private or alternative schools but, rather, the public schools of America where the vast majority of young people receive their education."

Mr. Smith was referring to Benno C. Schmidt, Jr., who is leaving Yale to join the profit-making Edison Project of Whittle Communications. Mr. Smith, a former viceprovost at the University of Cincinnati, will become deputy superintendent of the Cincinnati Public School System in August.

At Yale, n 12-member committee of trustees (seven) and senior faculty members (five) has been formed to search for Mr. Schmidt's successor.

The Intermodal Surface Transportation Efficiency Act of 1991-signed by President Bush last Decemberincluded a six-year, \$18-million federal approprintion to establish the Infrastructure Technology Institute at Northwestern University.

Last month David F. Schulz was named executive director of the institute, which is charged with coordinating efforts among universities, industry, and government to develop new technologies to help solve problems of the country's deteriorating infrastructure-pointed up by last spring's flood in nearby Chicago.

Add to the list of Ross Perot's advisers from academe the name of Peter Persuitti, dean of admissions and financial aid at Stevens Institute of Technology for the last four years. Mr. Persuitti resigned, effective July 1, to work full time for the Perot campaign. He is a former employee of Electronic Data Systems Corporation, which was founded by Mr. Perot.

Valarie Swaln Cade has been serving as interim president of Cheyney University since last fall. Two weeks ago, it was announced that she had been named to the post permanently.

However, subsequent negotiations with Pennsylvania's State System of Higher Education officials proved unsatisfactory to Ms. Cade, and she withdrew her acceptance of the post. Reportedly Ms. Cade had requested immediate action to reduce the university's multimillion-dollar deficit and had wanted a five-year contract, instead of the three-year one offered. She will return to the University of Pennsylvania, where she is on the English faculty.

H. Douglas Covington, special assistant to the chancellor of Tennessee's State University and Community College System, will take over as Cheyney's president on August 1.

Julius Chambers, director of the NAACP Legal Defense and Education Fund, who won the landmark case forcing schools in the Charlotte, N.C., area to use busing to integrate, is on the list of finalists to serve as chancellor of North Carolina Central University, Mr. Chambers is a graduate of the institution. The other two finalists are David Swinton, dean of the school of business at Jeckson State University, and Nathan Garrett, a businessman in Durham, N.C.

# Gazette APPOINTMENTS, RESIGNATIONS, & DEATHS





Kennette M Repedict

John D. and Catherine T.

Kathleen A. Carlson

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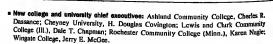
Kenneth M. Shumate San Antonio College

Robin M. Jecot

Radeliffe



Bille Sue Schulze



• Other new chief executive: Equitable Foundation, Kathicen A. Carlson.

### Appointments. Resignations

Robert P. Ariosto, dean of siudeni af-fairs at Central Connecticui Siate U., also to vice-president. Kamenth Berry, chair of ellalcal psy-chology at U. of Harriford, to dean of the faculty and director of elinical Iraling at Chiesgo School of Professional Psychol-ogy.

ogy.

Asron N. Bloch, vice-provost of Colum-bia U., to provost of State U. of New York at Buffalo.

York at Buffsio.

Paticisk. Roomea, assistant director of financial aid at Hollina College, to assistant director of financial aid at Gelekorpe U.

Roomeo O. Brown, Ir., president of financial aid at Orgel-horpe U.

Roomeo O. Brown, Ir., president of financial Community College, has annually college, has an 

demic affairs and professor of econom-least Trenton State College, to dean of the school of management and professur of economies and finance at U. of Michi-

M. Robert Buoker, executive director of Young Audiences Inc. (Kansar City, M.), to assistant dean and director of davelopment for the College of Fine and Applied Arts at U. of Illinois at Urhanachampaign. Mare Outright, director of media serv-ices at North Georgia College, to direc-tors of privacylly relations at U. of Tentur of aniversity rela Nicholas Daniloff, professor of journal-lsm at Northwester of U., to head of the school of journalism. Applied Arts at U. of Illinols at Urhana-Champaign.

Bulls 7, Chapman, executive vice-presidents administration, linnare, and fin-linutes administration, linnare, and fin-sure of the control of the control of the control increases at Lewis and Classic Communi-ity College (III), to president.

Robort W. Othiedina, professor and enlar of physical therapy and exercise selence and director of the Mutor Con-trol Laboratory in the School of Health of the Control of th

school of journalism.
Charles R. Dassenes, provost of the
Kent campus of Florida Community
College at Jacksooville, to president of
Asbland Community College.

H. Douglas Covington, special assists to the chancellor of State U. and Com-munity College System of Tennesses and former president of Alabama A&M

und former president of Alabam U., to president of Cheyaey U.

College at Jacksooville, as jacksooville, as jacksooville, as jacksooville, as Ashand Community College.

J. James Donsdy, professor un dealt of the College and C Haceld S. Clarke, a sistent elecchan-eellor for academic affairs at U. of Nurth Carolina hi Charlotte, has an opponed his retirement, effectiva September 30.

to pro-David Payna, director of the library at Mississippi U. for Women, has retired. Rhoda-Gale Pollack, dean of the col-lege of fine arts at Wichita State U., to

es A. Pops, Itt, chuir of manage

bill U.

Patriola B. Richard, professur of pullti-col science at Ohiu U., ta dean of the university's University College.

William Rockett, dean of the faculty of

arts and humanities and professur of communication at State U. of New York College at Fredonia, to deun of the school of fine arts at U. of Wisconsin at

Milwaukee.

Raymond J. Hodriguez, associate nea-demic vice-president at Coloradu State
U., to vice-president for scudentic af-fuirs at Nurth Adams State College.

consin Centers.

David F. Schulz, former County Executive of Milwaukee County 1111. and farmer budget director of City of Chicago, to executive director of the Infrostruc-

Technology Institute at Nurthwest

Silin Sun Schulze, development officer of Central Institute for the Deaf (St.

Louist to vice-president for institution

ni advancement at Speimnn Cullege.

James A. Pepa, III., chair of manage-ment-laformatin system and decision sciences at Old Dominium U., tu dean of the historics college at Shippenburg U. of the historic college at Shippenburg U. port services at U. of Messachusetts at port services at U. of Messachusetts at Amberst, to Vice-president and dean of Students at Pontone College. Riohard B. Quinn, lawyer in Washlog-ton, to legal director of the Preedom Po-ton and College.

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Kathlean Gury Santon, vice-president
fur operations and counsel at National
Association of Independent Colleges
and Universities, to assistant to the
president at Georgetown U.

Elizabeth Wright Sahoanfald, executive
assistant to the accutive vice-president
of U. of Wisconsin System, to special
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Robin M, Jacoby, vice-prosided of for cellege relations at Readoffic College, to six-persistent for programs printings, and the cellege from the cellege for the cel titutional advancement at Central Con-reticut State U., to vice-president for

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Many Raga Kelley, president of Group for the South Fork [East Hampton, R.Y.), to executive director of college development and the college fuvuodatum at Sulfak Community College.
Brant Kelle, professor of political science tt. of Michigan at Dearhum, inlatine/hanga at Dearhum,

to interimchancellor.

Nancy Hartson Kolodny, professor of chemistry at Wellesley College, to dean of the college.

Langs, is week pressuent to instantania. The control of the contro of the college.

Shaton K. Kraekov, director of curriculum development in the school of medicae and dealistry at U. of Ruchester, to assistant dean for curricular offsire.

Channa W. Smith, acting dean of faculty for the world wiences at 1) meas College of first 11. of New York, to dean.
William J. Stohlor, vice-president for admission and linancial and at Dirarhelm ndmission and mancial and it ordariem College, it alcun of admission and linua-cial toil at Albright U dilege. George W, Blekel, assuciate professar uf education at Northwestern College Hawal, to chair 4 secundary and mid-dle-school education at Kennessaw Sinte

askinnt deen for curricular offairs.
Janea Monola, director of student ilsandal sid Grimnell College, to vicepresident for envellment.
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foreigne College. Call Vatsakaida, acting dean of the fac-

Florida.

Jany E. McGee, vice-president for de-telepment at Furman U., to president of Wingate College.

Jonnes H. Michaelloh, consultant in Cas Grande, Ariz., to dean of instruc-lonal services for the Super-stitton Mentain campos of Central Arizona College.

College.

Lisa A. Miller, assistant direction of college relations at Cardinal Stritch College relations at Cardinal Stritch College, to director of publications and publications and publications and publications and publications as the college of Aris and Architecture at Penn sylvania State U. to vice-precident for cadenic siffers and provost at U. of South Cardina.

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Patt Meshott, susociate director of li-ther than European and the control of the transport of the control of the control to the control of the control of the control field Messac, vice-president for enroll-ted Messac, vice-president for enroll-ted Messac, vice-president for enroll-ned messagement at Children the Lamber-ut. Lamparent at Children the Lamber-tut. Lamparent at Children the Lamparent Seath Restand, associate dean for Children the Lamparent at Lamparen at Lamparent at Lamparent at Lamparent at Lamparent at Lamparen

Prank Wholo, dean of the school of arts and selences at Marisburg Area Committee College, to senderine deen at Committee College, to senderine deen at Committee College, to senderine deen at Committee College, and the senderine at Albright College.

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### IN THE ASSOCIATIONS

Unda Berkahlre, executive director for education finance at National Assuciation of Independent Colleges and Universities, to vice-president for government and industry relations at College Construction Loan Insurance Association

tion.

Hannah McCarthy, president of Danlel
Webster College, has been elected chair
man of New Hampshire College and
University Council.

### MISCELLANY

rector.

Kathlean A. Carlaon, executive director
of Equitable Foundation, to president
and chairman of the foundation and vice
president for corporate relations at Equitable Life Assumnce Society of the

### Deaths

Walter Blair, 92, professor emeritus of English at U. of Chicago, June 29 in Chi

cogo.

Jeanne Clark, 73, furmer professor of
Eoglish ut Snn Jose City College, June 3

in Suo Jose, Cul.

Ailison Dunham, 78, furmer professor
of law at U. of Chiengo, Jane 25 in Po-

monn, Cal. William F. Fratcher, 79, prufessur emeritus of Inw nt U. uf Missouri nt Co-lumbin, June 24 in Culumbia, Mu. Milan E. Hapala, 73, professor amerius nf guvernmon nt Sweet Briar College, Juna 20 in Sweet Hriar, Vn. Thalma Hani Haniy, 88, professor emeritus nf saveholuye nt (Jeurge Wuth-

emeritus uf psycholugy of Cleorge Wast Ingtun t1., June 23 in Fairfax, Vn. Lother 8. Kelinowsky, 92, farmer pro-fessur of psychintry at State U. of New York at Stony Hronk, June 28 in New

Gall Yataskana, acting cean of the sac-alty of urts and science at Concurdia U. (Quebec), to dean. S. Elzabeth Van Velsor, acting director of admission at Albright College, to di-Hanry J. Vaux, Jr., professor of econum-ics at U. of California at Riverside, to as-

Yaff at Stody Hrook, June 2 an new Yaff at Stody Hrook, June 2 an Inew Yaff Chrishate School of Appilled and Princestonal Psychology at Ruiger U. June 19 lin New Brusswick, N.J. Herold Mandalsohn, 40, munager of training and de valupment in in the Office Work of Stody Hrook, May 11 in Stony brook, N.Y. Waren Moon, 45, professor of art history at U. of Wisconsin at Madison, June 23 in Madison, Wist. assistant vice-training the Company of the Company of

# secule vice-president for programs in the university system's Division of Agri-culture and Natural Resources. **Coming Events**

not appeared in previous issues of The Chronicle.

JULY .

15-18: Student personnel. National confere nee on student relantion. Noel! Leviz Centers. Hyait Regency Hotel. San Fisocisco. Contact: Thereis Testicale, 1319; 317-4700 or 1809; 794-4700. or 1809; 794-794. Ex 0809; 794-794. Ex 0809; 794-794. Ex 0809; 794-794.

Richard Brisin, 1000177
944-7670.
18-15 Inforcultural bindies, "Summer Institute for toterenitural Communication: Sessiool." Intercultural Communication Institute, Portland, Ore. Contact: 1ct, 153) 127-4622.
18-19: American history. Annual con-

A symbol (a) marks items that have vention, Society for Historians of the Early American Republic, Gettysburg

July 1992 8 M T W T 7 8 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

Pa. Contact: Johanoa Shielda, Depart-ment of History, University of Alabama, Huntavilla, Ala. 35899. Continued on Following Page

### CONFERENCES, WORKSHOPS

## 2ND INTERNATIONAL

### CONFERENCE ON SEXUAL ASSAULT ON CAMPUS

OCTOBER 1-3, 1992

### PARTICIPATING ORGANIZATIONS:

Alen McEvoy, Ph.D. Wittenberg University

Speakers le cluds:

Aileen Adams, LLB Beiry Burkhart, Ph D.

And 128 More Speakers

Am. Council on Education ● Net'l Interfreternity Conference ● The Safe Schoole Coalition, Inc. ● Am. College Health Assn. ● Am. College Personnel Assn. ● Nat'l Assn. for Women in Education • Nat'l Organization for Victim Assistance • College Stores Research and Educational Foundation: For Satety's Sake . Nat'i Association of Student Personnel Administrators • Am. Assn. of Woman in Community and Junior Colleges . International Assn. of Campus Law Enforcament Administrators • Nat'l Panhellenic Conference . Cenadian Assn. Ageinst Sexual Harasement in

### Twin Towers Hotel and Conference Center

Conference Co-cheirs: Bernica Sendia, Ph.D. Woman's Policy Studias \$275.00 \$325.00 \$350.00 Late Registration Student Registration \$200 00 Awards Lunchson Hairy Burkhan, Ph D. Mailono Young, Ph.D. Carol Bohmer, Ph D., LLM Andrea Parrol, Ph.D Gail Abarbanal

PLEASE REGISTER EARLY Members of participating organizations, please contact your national

Health Delivery Assault on Homosexustis Working with Males Victims of Color Alcohol-Rape Connection Legal and Policy Issues Campus Security Rape Crisis Centers Shanno Fau of Program Research Update Offstage Theatre Teaching Resources

Special Events:

Call for details 1-800-537-4903

### PARTICIPATORY STRATEGIC PLANNING AND MANAGEMENT FOR THE EFFECTIVE COLLEGE AND UNIVERSITY ADMINISTRATOR

A workshop presented by University of South Carolina and Quigley & Associates

Now in its fifth year, the workshop addresses:

Dynamics of participatory planning · Key elements of strategic planning · Key elements of strategic planning · Achieving faculty consensus and commitment · Ravitalizing an existing planning process · Strategic monogement of the plan

Each session of this proven workshop is limited to only 16 participants to maximize individual attention, and features an optional one-on-one institutional planning assessment session.

At three locations:

University of South Carolina, July 19-21, Columbin, SC Henry Ford Community College, July 31-Aug 2, Deorborn, Mt Monterey Institute for International Studies, Aug 5-7, Monterey, CA

\$195 discount for pre-registration (by June 1); \$95 discount for early registration (2-weeks prior to session of choice); multi-party discounts available. (Normal fee: \$1095 excluding lodging)

To receive your brochure/application, contact Dr. F.A. Hilenski, Dean's Office, College of Humanities and Social Sciences, University of South Caroline, Columbia, SC 29208, (803) 777-7042

### Series of Conferences on Great Presidents

On September 17-18, 1992, LSUS will leunch a series of national presi-On Suptember 17-16, 1992, LSUS will leurnch a series of asilonal previous or great American presidents. The first, oc-sponsored by the Abraham Lincoln Association, will deal with the life, lines and lagegy of Abraham Lincoln. Speciel consideration will be given to papers desiling with the infrivence on Lincoln, as well as the impect on their leaders, perfluderly on eubsequent presidents. All logics and approaches considered. Limited stip ands are evallable; aslected papers will be published in a volume. Future conferences: 20° fit 1995, Washington in 1995, Jeffrecon in 20°C end 17° fit 20°C, House College and the published in a volume. Future conferences: 20°C in 1995, 17°CT; William D. Pederson, 1905 end 1905, 18°C One University Place, Bronson Hall 451, Shreveport, LA 71115-2301.





Continet: 1703) 231-5879.

18-23: Law Hibratha. "Purs the Word." annual meeting. American Association of Law Libraries. San Francisco. Contact: AALL, 53 West Jackson Boulevard, Suite 940, Chicago 66604; 1312/939-4764, fas (31243)-1097.

312) 939-4764. Ins (312431-1097.
49-214 Administration. "Perticipatory
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the Effective College and University
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cities, Collembin, S.C. Contuct: F. A.
Hilenski, Dean's Office, College of Hamarities and Social Sciences, University
of South Carolina, Columbin, S.C.
2928; (83) 1777-7042.

29208; (803) 177-7042.

19-21: Sunjama offlores. Annual meeting. National Association of College and University Business Diffects, Shemion Centre Hotel, Turonio. Control: NAC 000, One Dupont Circle.

Washington 20036; 1202) 861-2500.

Washington 20036; [2022 861-2500. 19-32: Community collages. Interna-tional conference on lendership develop-ment in community colleges. League for Inno vation in the Community College on University of Texas at Austin, Chi-cago Marinott Hotel. Chicago. Contract, Nancy Italia, Lucc, Suite 204. 43541 Cabot Road, Laguna Hills, Cal., 20635; (7)4 855-970. [Jan 8174] 835-685.

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18-28 Admissiona. "Munmi Volun-lere in Admissiona." Summi Volun-lere in Admissiona." Summi Volun-lere in Admissiona." Summi Calest. David India (1994).

Md. 21404-1483, (410) 226-6993.

532-4725.

19-244 Admissions, "Summer Admissions Institute," College Board and Univariety of California, Santa Cruz, Col. Contact: Kafs Zavoll, Associate Director, Admissions and Guidance Services, College Board, & Bile 489, 2999 Gatoway Pioca, San Jose, Cal. 95110; (408) 452-1400.

1400.

19-24 Computers, international conference on supercomputing, Association for Computing Machinory and other sponsors, Washington, Contoct: Ken Kennedy, Crit, Rice University, P.O. Bos 1892, Houston 77251; (7)31527-6009.

6009.

19-24: Fund salsing, "The Fund Ralsing School: Principles, Techniques of Pund Raising," Indiana University, Indianopolis, Contact: Center on Philonthropy, Indiana University, Suite 301, 530 West North Street, Indianopolis 46202-3162; (317) 274-7063, (ax (317) 684-8900.

19-24: Interculturel studies. "Summer institute for lotercultural Communica-

tinn: Session II." Intercultural Commu-nication Institute, Portland, Drc. Con-tact: 1c1, Suite 238, 8835 S. W. Canyon Lune, Portland, Drc. 97225; 1503) 297-4622, fax15031297-4695.

4622. fax 1501 1297-4695.

19. 24: Ubrardos. Monagement-development program for library administrators. Mismi University, DAford, Obio. Contoct: Center for Management Development, Rebond T. Farmer School of Business Administration, Mismi University, 14.14. Laws Hall, Oxford, Dhio 45056-1675; 1513) 529-2132, fax 1513)

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20-21 Lagal Issuan, "Higher Educa-tion and the Law," annual conference, University of Deorgia, Athens, Da. Con-teet: Margarci Cauffeld, (404) 541-186 or D. Parker Young, Institute of Higher Education, University of Deorgia, Ath-enc. Ga. 30602; (404) 542-0575.

Education, University of Deorgia, Aliene, G. a. 1960; (46) 54:4057.
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593-5175.
21-25 Art setucation, "Oiscipline-Based Art Education," training ecminar for art educators, Improving V Isual Arts Education Project, Cincinnail Art Muse-um, Cincinnail. Comiact: Stevie Mack, (602) 223-6193, or Anne IS Draumi, (513)

721-5204. 22-25: Disabilities, Annual confer-

27—August 1: Mathematics and computers. 'Interactive Texts in Maple for Windows, 'workshop, Anthematical Association of America, Scattle Central Community College, Seattle, Contact: Mike Pepe, Deputiment of Mindomatics, Seattle Central Cummanity College. 1701 Broadway, Seattle 98 122; (206) 377-1889. ence, Association on Handicapped Sta-dent Services Programs in Postsecond-ary Education, Long Beach, Cal. Con-tact: Ausserfe, P.D. Box 21192, Colum-bus, Dhio 43221-0192; (6141488-4972.

23-25: History. "Suspect Terrain: Saveying the Women's West," conference. Coalition for Western Women's coin, Neb. Contact; Center for Dreat Plains Studies, 1213 Didfather Hall, University of Nebraska, Lincoln, Neb. 68588-0314; (402) 472-3082.

68588-0314; (402) 472-3082.
23-26: Mullimadlo. Maltimedinin
Education and Industry—Training for
the 21st Centary," conference, Association for Applied Interactive Multimedia.
Charleston, S.C. Contact: Ronald D. Charleston, S.C. Conlact: Ronald D. Plemmons, South Carolina State Board for Technical and Comprehensive Education, 111 Executive Center Drive, Columbin, S.C. 29210;1800) 553-7702.

24-25: Children's literature. Confer-nce on literature for children and odo-secents. Northern State University and leacents, Northern State University and other sponsors, Aberdeen, S.D. Con-tact: A. Waller Hastings, Department of Language, Literature, and Communica-tion, Northern State University, Aber-S D \$7401

24-29: Administration. "The Harvard 24-29: Adminiateston. "The Harvard Seminar for New Presidents." Harvard University. Cambridge, Mass. Contact: Harvard Seminar for New Presidents; 339 Dutman Librery, Harvard Draduate School of Education, Cambridge, Mass. 02138;16171495-2653, fax (617)1496.

8051.
25-28: Institutional advancement in 25-28: Institutional advancement in information Management, "Council for Advancement and Support of Education, Boulder, Colo. Centrel: CASE, Suite 400, 11 Duport Circle, Washington 20036; (202) 328-3900.

20036; (202) 328-5900.
28-29: International education, "The Basics of Study-Abroad Advising and Administration," workshop, NAFA; Association of international Educators, Ann Arbor and East Lansing, Mich. Contact: Bred Snyder, (202) 462-4811, Ins. (202) 667-3419.

25-30: States, Annual meeting, Noional Conference of State Legislatures, Cincinnati, Cootact: Nest, 444 North Capitol Street, N.W., Washington 20001; (202) 624-5400.

28-30: Student recruitment, "Summer Institute in Student Recruitment and En-

Institute in Student Recruitment and Ea-chilment Management, "Coursell for Ad-vancement and Support of Education, Vashington, Constact c.est, Solite 400, 11 Outport Circle, Washington 20006; 26-260 Disabilities, "The User Priend-by Campus: Worksming Facility, Stuff, and Students Will Disabilities," assen-ner, Employment Partnership, St. Lou-cottack Engloyment Partnership, St. Lou-tport (Contact Engloyment Partnership, St. Lou-Service Contact Engloyment Partnership, St. Lou-tport (Contact Engloyment Partnership, St. Lou-cottack Engloyment Partnership, St. Lou-Service (Contact Engloyment Partnership, St. Lou-cottack Engloyment Partnership, St. Lou-Service (Contact Engloyment Partnership), St. Lou-Cottack Engloyment Partnership, St. Lou-Louck Engloyment Partnership, St. Louck Engloyment Partnership St. Louck Engloyment Partnership, St. Louck Engloyment Partnership St. Louck Engloyment Partnership, St. Louck Engloyment Partnership St. Louck Engloyment Partnership

Louis 63 | 12; | 314) 361-8007.
28-28 Faeillius. "Winning the Ruco With Change," annual meeting, Association of Higher Education Pacifilles Officere, indianapolis, Contact: AFFA, 1446 Duke Street, Aesandrio, Va. 223 | 14-342; (703) 684-1446, fax (703) 684-777.

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S.C. 29208; [803] 777-7042.

63.—August 2: Law and withing. "Legal Wrilling Instituto." University of Puget Sound, Tacoma, Wash, Contact: Legal Writing Ioslitute, University of Pugel Soudd, School of Law, 950 Broadway Plaza, Tacoma, Wash, 98402.

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scop, University of Michigan, 2026 Sehool of Education Building, Ann Ac-bor, Mich. 48109-1259; (313) 763-476, fox (313) 764-2510.

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a 2-7: Fund relating. "The Feat Raising School: Principles, Techniques of Pund Raising." Indiana University. White Plains, N. Y. Contact: Centere Philanthropy. Indiana University, Sais 301, 550 West North Street, Indianasis, 46202-3162; (317) 274-7063, fax GM: 48480.

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a I Management. "Total Quality Management: Esecutive Sembar,"
QSystems Inc., Boston. Contact Osystems, 100 South Surrise Way, Suits 348. Palm Springs. Cal., 92262; (619) 778-7814.

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3-4: Leareing, "Identification, Evelu-tion, and Education of Studeats With Learning Problems," workshop, Uni-versity of New England, Biddelan, Mc-Cuntact: Michael L. Stotts, University of New England, 11 Hills Beack Rose, Hiddeford, Mc. 04005; (207) 283-0871, ext. 125.

Middelord, Mc. 84003; (20/) 23-9071, ext. 125. = 3-4: Student personnel, "Studen-Grievance Handling," seminar, Univer-sity of Deluware, Willangton, Bt. Con-tact: 3acoh Haber, (302) 573-440.

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8-83-10-maddlem, Annual convention

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a 7: Gampua security, "Security Issueu un Cnampus," workshop, Central Association of Cullege and University Basis ness Diffeers, Albion College, Albion, Mich. Contaet: Debie Duncaa, 1608/262-0306, ur fax (414/565-1206.

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do Springs, Contact: Carolyn Lantz, IEA, 18251 Street, N.W., Salte 475,

ina. 1823 | Street, N. W., Sulte 475, Washington 20006; 1202; 296-4777, fax 1202; 928-4724.

a 29-29: Enrollmonl, "Enrollment Plantere Conference," American Cul-iege Testing Prugman, Westin Hotel, Chicago, Connet: acr., Misiwest Office, 300 Knightschiege Purkway, Suite 300, Lincolnshire, Hf. 60069; (708) 634-2560.

Lincolinshire, III. 60069; (70a) 534-5560.
28-60: Assassmant: "Assessing Quillivj in Higher Education," international conference, University of Tencesce Control Trady W. Hunta. Center for Assessment Revearch and Develupment, University of Tencesce, 1181.
2795-430; (613) 174-1239, (613) 174-181.
28-53: Management: "Quality in Aetion in Academe." symposium on Total Oy, Bellichem, Pa. Contact: (215) 738-342, 342, 342.

y, Bellisheem, Pa. Contact (215) 758-542,
28-August 21 Landership. "Understanding Loodership Behavior: an Especialistic Control of the Control of the Control of the Control of College Unions - International, Maccow, Indho. Contact: March Heman-Belzen, Acou, 400 East Sevensh 200 East Sevenship Control of College Unions - International, Maccow, Indho. Contact: March Heman-Belzen, Acou, 400 East Sevenship Control of College und University Heman-State (Company). "Security Issues of Company." Work shop, Cratter Jacobian Conference on the Carlboan, Association of College und University Heman, 1608 262-2006, or fax (414) 565-1206.
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enney: He-envisioning the History of the American West, 1992," conference, Utah State University and National Endownent for the Humanities, Lugan, Utah. Contact: F. Ross Peterson, Mann-tain West Center, Hum State Universi-ty, Lugan, Utah 84322-(1735;1801) 750-

36-30.
30-331 Admissions. "Hecruiting (frad-unts Students: Designing a Marketing Plan," workshop, Graduate und Pude-scional Schnol Enrollment Minnagement Corporation, Marriott Padilun (Lotel, St. Louis, Contoct: Hannab Prosser, 0-AFBEAC, 7416 Rolling River Purkmy, Nashville 37221: (800) 524-6673 σr (6/5) 652-2720.

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2-5: Higher adusation. "Planning In Times of Transition: Creating Tomor-row's Paradigms Today, "annual con-ference, Society for Collage and Univar-sity Planning, Minneapolis. Cootact:

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uni nganes an gours in resales in adhuactive-write namagement. Con-tact: Hille L. Sprokshury, Science/Ra-gineering Educulton Division, Chi-Kidge Institute for Science and Educa-tion, P.C. Don, 117, Oak Rilge, Tenu. 37811-0117; ta151 576-0807.

378 (1-0) 17; (to 5) 576-1007.
August 36: Homanidiae. Applications from college and innversity teachers far grants for independent study in the monailles. Contact ("Gyl. Lewis. National Endowment for the Homanidies. Knorn 16., 1180 (Tennyiyania) Avenne, N. W. Washington 20506; 12021 796-0463.
August 35: (inhah-Amardona shudlar. An

Washington (15): Irish-American siudiaa. Ap-plications for grants for the study of Irish-American history, literature, and life. Contact: Irish American Culturel

Institute, 2115 Summit Avenue, Univer-sity of St. Thomas (5026), St. Paul 55(05) 1612) 647-5678.

SSIOS; Iti 21 647-5678.
August 15r. Occupational-haaith psychology. A pelications fur grants for postductoral specialty: Iralining programs in occupational-health psychology. Contact: 1604 1325-561; request Annuuncement No. 246. [For further information, see Federal Register, June 15, Pages 26, Mc2-4.]

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August 1: Malend, Proposits on the thome "Democracy and Democralization in Malent," for possible presentations at a research colloquium, to be held in September in Washington. Contact: Malan wi Colloquium, Malanti Insti-

Inte of international Affairs, P.U. Hux 70257, Wishington 20024-0257; (202) 723-7010.

723-7010.
August 144: Black womens, Proposals of the theme "African-American Women the Academy," Develuping an Aganda the Academy, Develuping and Aganda the Academy, Develuping and Aganda the Academy, Develuping and Aganda the Academy of the Aganda the Indiana the Academy of the Academy of

19901; 102) 739-4407.
August 14; Campus violance. Proposis on the thene: "Before and Alter Campus Vinlence: Stopping the Crimes and Carling for the Strivivors." for posts be presentations at conference, to be held in February in Baltimore. Contact: Campus Violence Prevention Canter, Towson State Univariity, Boltimore 21294; (40) 839-2778.

21204. (410) 830-2778.

a August 25. Lithening, Proposals for possible presentations at the annoal convention of the Interestional Listening Association, to be held in March in Memphis. Contact: Michael Gilbert, Department of Educational Leadership, Luliversity of Artansas, 2801 South University Avenue, Little Rock, Ark. 72204-1099; [301) 569-3267.

m August 15: State arime. Papers on a August 10 issue arma- 1-apea on the theme "Comparative Approaches to Controlling State Crime," for possible publication in a book. Contact: Jeffrey lan Ross, University of Lethbridge, 4401 University Orive, Lethbridge, Alberta Tik 3M4, Canada.

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a August 16 Student, Proposition the intene "The Impact of Student India (Alliano the University Configuration), and the Impact of Student India (Alliano the University Configuration) of the Impact of Student India (Impact of the Intenessional Academics of the Intenessional Academics of Student India (Impact), Tale (Impact), T

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Denver. Contact: Linda 3 ames Myers, Department of Black Studies, Ohlo State University, 386-F University Hall, Columbus, Ohio 43210: (614) 237-9383.

8 - 8.4 Alman, "You-Year-College Almone Dievover in Natural Resurrer," development workshap, Janier and Community Cullege Invitate, Disputal George College College College College (1995) (2012) (201

4-9: Psychology. Annual convention. Deadlines FELLOWSHIPS, GRANTS, INSTITUTES, & PAPERS

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a 4-7: Theater, Annual convention.

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